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Proposed system-wide medium-term plan for the advancement of women 2002-2005

Report of the Secretary-General

Summary

The system-wide medium-term plan for the advancement of women for the period 2002-2005, requested by the Economic and Social Council in its resolution 1999/16, is the fourth such plan. The plan outlines the individual actions of the organizations of the United Nations system that act in concert, with a coherent, coordinated strategy, to achieve the broad objectives set out in the Beijing Platform for Action and in the outcome document of the twenty-third special session of the General Assembly for the period covered by the plan. The plan is structured around the activities of the system to mainstream a gender perspective in all of its activities as well as in relation to each of the 12 critical areas of concern outlined in the Platform for Action. Once adopted, the system-wide medium-term plan will serve as a coordination and monitoring tool.

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I. Introduction

1. The system-wide medium-term plan for the advancement of women for the period 2002-2005, requested by the Economic and Social Council in its resolution 1999/16, is the fourth such plan. It follows the model of the system-wide medium-term plan for the period 1996-2001 (E/1996/16), which was endorsed by the Economic and Social Council in its resolution 1996/34. Together with any comments that the Commission on the Status of Women may have, the plan will be presented to the Economic and Social Council for endorsement in accordance with Economic and Social Council resolution 1999/16.

2. The previous system-wide medium-term plan for 1996-2001 underwent a mid-term review in 1998 (E/CN.6/1998/3), which was in turn assessed by the Commission on the Status of Women and the Committee for Programme and Coordination before its submission to the Economic and Social Council (see Economic and Social Council resolution 1998/11). Similarly, a final assessment of the plan was undertaken by the Inter-Agency Committee on Women and Gender Equality and submitted to the Commission on the Status of Women and the Economic and Social Council in 2000 (E/CN.6/2000/3). The assessment identified a number of key challenges, including the persistence of gaps between concepts and their translation into practical strategies to achieve equality between women and men as well as the need to ensure consistent commitment to and compliance with the gender mainstreaming strategy and effective monitoring and accountability mechanisms. The present plan endeavours to reflect the outcome of the assessment and incorporate the lessons learned.

3. While each organization of the United Nations system responds to the specific mandates of its respective governing body, the mandates for the system as a whole are found in the Platform for Action adopted at the Fourth World Conference on Women[1] and the outcome document of the twenty-third special session of the General Assembly.[2] The new system-wide medium-term plan outlines the individual actions of the organizations of the United Nations system that act in concert, with a coherent, coordinated strategy, for the achievement of the broad objectives set out in the Platform for Action and the outcome document.

4. The Platform for Action, the agreed conclusions 1997/2 of the Economic and Social Council and the outcome document of the twenty-third special session of the General Assembly call for the systematic incorporation of a gender perspective throughout the work of the United Nations system. The system-wide medium-term plan presents a selection of the gender mainstreaming efforts planned within the United Nations system for the period 2002-2005. The plan is not intended to be fully comprehensive. From the wide range of activities planned throughout the system, the plan presents some key actions to be taken to influence policies and programmes from a gender perspective, develop institutional capacity for gender mainstreaming and support the efforts of Member States.

5. The plan presents both the actions of individual organizations as well as the collaborative efforts through standing inter-agency bodies, such as the Inter-Agency Committee on Women and Gender Equality, and through more informal collaborative arrangements between individual entities. Collaborative efforts are outlined in the section of the plan on collaboration and sharing of experiences but are also found in other sections of the plan, as deemed relevant.

6. The system-wide medium-term plan is presented in two parts. The first part presents the activities undertaken to incorporate a gender perspective into the policies and programmes of entities within the system as well as actions planned to develop the institutional capacity for gender mainstreaming. The second part of the plan outlines specific actions to be taken across the system to support gender mainstreaming in each of the 12 critical areas of concern outlined in the Beijing Platform of Action.

II. Mainstreaming a gender perspective throughout the activities of the United Nations system

A. Mandate

7. The Platform for Action states, in its paragraph 292:

> "To ensure effective implementation of the Platform for Action and to enhance the work for

the advancement of women at the national, subregional, regional and international levels, Governments, the United Nations system and all other relevant organizations should promote an active and visible policy of mainstreaming a gender perspective, inter alia, in the monitoring and evaluation of all policies and programmes."

B. Actions planned by the United Nations system

8. To a large extent, the response of the United Nations system to the mandates of the Platform for Action and the outcome document of the twenty-third special session is through its concerted efforts to mainstream a gender perspective throughout its policies and programmes system-wide. These efforts include direct support to the efforts of Member States, actions to enhance the capacity for gender mainstreaming within the system and action to promote collaboration and sharing of experiences across the system.

1. Actions to support efforts of Member States

9. The outcome document of the twenty-third special session states that:

> "Organizations of the United Nations system and the Bretton Woods institutions, as well as the World Trade Organization, other international and regional intergovernmental bodies, parliaments and civil society, including the private sector and non-governmental organizations (NGOs), trade unions and other stakeholders, are called upon to support government efforts and, where appropriate, develop complementary programmes of their own to achieve full and effective implementation of the Platform for Action." (General Assembly resolution S-23/3, para. 49).

Development of mandates, policies, strategies and planning mechanisms

10. The Platform for Action, the agreed conclusions 1997/2 of the Economic and Social Council and the outcome document request the organizations of the system to assist Member States to develop mandates, policies, strategies and planning mechanisms for gender mainstreaming.

11. A number of organizations will focus on supporting the development of national level policies and strategies. The Office of the Special Adviser on Gender Issues and Advancement of Women of the Secretariat, in collaboration with the regional commissions, will organize regional-level expert group meetings on gender mainstreaming in all regions to facilitate exchange of experiences on the development of mandates, policies, strategies and planning mechanisms. The materials being developed by the Office of the Special Adviser on gender mainstreaming in different sectors, including macroeconomics, trade, statistics and sustainable development, may also support the efforts of Member States.

12. The Division for the Advancement of Women of the Department of Economic and Social Affairs will provide advisory services to Member States, upon request, to formulate and evaluate national strategies and action plans to effectively operationalize gender mainstreaming at the institutional as well as the programmatic level. The Division will organize an expert group meeting in 2002 to provide substantive input under the theme, "Institutional capacity-building for the implementation of the Beijing Platform for Action and the outcome document of the twenty-third special session of the General Assembly", in cooperation with the Statistics Division of the Department of Economic and Social Affairs, the United Nations Development Programme (UNDP) and the United Nations Development Fund for Women (UNIFEM).

13. Gender perspectives will be incorporated into the technical cooperation programme of the Office of the United Nations High Commissioner for Human Rights, including in support to national plans of action, constitutional assistance, treaty reporting and training of government officials, peacekeeping and training of international civil servants and training in human rights education.

14. The Economic Commission for Latin America and the Caribbean (ECLAC) will prepare studies on issues relating to the incorporation of a gender perspective in the development plans of countries of the region. For example, in the first biennium, a follow-up to the project, "Changes in Latin American pension systems and their effects on the overcoming of gender inequalities" will be carried out in selected countries. The project proposes to prepare national diagnosis; generate social networks able to influence

the formulation of public policies; and present recommendations for policy reforms. The Commission plans to facilitate coordination activities with Member States so that, by the end of the first biennium of the current medium-term plan (2002-2003), 25 per cent of the countries in the region will have initiated actions to mainstream a gender perspective, and that, by the end of the second biennium (2004-2005), the proportion will be close to 50 per cent. The Economic and Social Commission for Western Asia (ESCWA) will provide advisory services and propose action-oriented, gender-sensitive policy recommendations to Member States for formulating appropriate legislation and measures leading to women's empowerment and for reducing gender discrimination through the continuous process of gender mainstreaming. The Economic Commission for Africa (ECA) will organize a series of subregional technical workshops designed to assist Member States in designing instruments to assess the implementation of the Platform for Action through national assessment reports. It will establish guidelines and indicators for monitoring implementation of the Beijing Platform for Action.

15. The United Nations Children's Fund (UNICEF) will continue to support national efforts on capacity-building for gender mainstreaming as well as provide specific assistance for the elimination of gender discrimination against girls and women. The Food and Agriculture Organization of the United Nations (FAO) will support the participatory formulation and application of gender-sensitive agricultural and rural development policies. In this regard, FAO will assist Member States in strengthening their capacity for formulating rural and agricultural policies that respond to the needs of both women and men.

16. UNDP will focus on the development of a participatory policy dialogue to remove barriers to women's advancement. It will assist national machineries in formulating policy and strategy and in developing national and local plans to systematically address gender gaps. Drawing on successful experiences and the lessons learned and exchanged through an approach that incorporates the concept of technical cooperation among developing countries, UNDP will strengthen the capacity of country offices to integrate gender issues in their national policies and their development programmes. UNDP will also facilitate cross-regional exchanges on good practices and the pooling and sharing of resources of expertise through electronic networking. It will lead and coordinate the gender mainstreaming process in the United Nations common framework, that is the Common Country Assessment/United Nations Development Assistance Framework.

17. The United Nations Volunteers will continue to play an advocacy role for gender mainstreaming at the national level in partnership with UNDP and UNIFEM as part of the project, "Follow-up to the Beijing Platform for Action: United Nations Volunteers Support to Gender Mainstreaming". A second phase of the project is planned to expand the support on gender mainstreaming to programme countries. The electronic mail list management software, LISTSERV, created for the project will be expanded and enhanced. The United Nations Volunteers will also continue to play an advocacy role through the use of the gender specialists it deploys in peacekeeping operations.

18. The United Nations Population Fund (UNFPA) will review and strengthen the capacity of its technical advisory programmes in the field of gender mainstreaming, including its country support teams, which provide technical assistance through country offices based on the requests from national counterparts, and of its technical support services, agency specialists in technical backstopping assigned to the partner agencies working on the advisory programmes. It will also ensure the inclusion of gender perspectives in the terms of reference in the newly established Strategic Planning and Coordination Division of the Fund.

Support to gender mainstreaming in relation to legal frameworks and related issues

19. Organizations of the United Nations system are called upon to support national efforts to ensure that a gender perspective is applied in the development of legal frameworks, laws and public regulations.

20. The Division for the Advancement of Women will continue to provide support to the work of the Committee on the Elimination of Discrimination against Women in reviewing reports of States Parties to the Convention on the Elimination of All Forms of Discrimination against Women as well as compliance with the requirements of its optional protocol.

21. To support gender mainstreaming in relation to the development of legal frameworks, UNFPA will produce *Gender Update*, a publication providing

information on recent regional progress and shifts in gender policies and legal frameworks to support the development of policies, strategies and planning. UNICEF will promote alliance-building among government agencies, NGOs and technical institutions for the systemic review of legal frameworks in order to remove provisions that are discriminatory or that perpetuate inequalities. The International Labour Organization (ILO) and the International Training Centre of the ILO will promote gender mainstreaming in relation to labour law.

Support for the development of competence, methodologies and tools to support gender mainstreaming

22. Organizations of the system are called upon to support the development of competence, methodologies and tools to assist Governments to incorporate a gender perspective into national policies and programmes.

23. Several organizations will give general support for the development of capacity-building, methodologies and tools to support gender mainstreaming at the national level. The Division for the Advancement of Women will provide advisory services to Member States, on request, on institution-building to ensure effective implementation of the Beijing Platform for Action and the outcome document, including compliance with the provisions of the Convention on the Elimination of All Forms of Discrimination against Women. ECLAC will provide support for training activities provided by government agencies, NGOs, universities and academic centres in the field of gender mainstreaming. Depending on the availability of extrabudgetary funds, ECLAC will also execute projects to support national capacity to formulate public policies to narrow the gender gap in specific areas of concern.

24. UNFPA will develop gender population and training manuals for capacity-building at the national level. The World Health Organization (WHO) will adapt its gender mainstreaming strategy to local and regional needs. For example, within the South-East Asia region WHO has launched a strategy on gender mainstreaming and, over the period of the medium-term plan, will concentrate on training for implementation and refining tools to monitor the effectiveness of that strategy as well as evaluating the impact of gender mainstreaming on women's health. In the African region, WHO is launching a multi-year programme of training to build the skills and commitment needed for more effective gender mainstreaming in the field of health. In the Americas region, the Pan-American Health Organization (PAHO), has focused its gender analysis activities on specific issues, such as social security and support for older women, and initiatives will be developed from studies of those issues in the region.

25. ILO, within the framework of its mandate, and its International Training Centre, will design, promote and implement training activities and projects addressed to national Governments, trade unions, employers' organizations and other members of the civil society to promote and facilitate the development of mandates, policies, strategies and planning mechanisms for gender mainstreaming within its sphere of work.

2. Incorporating gender perspectives into policies, strategies and programmes within the United Nations system

26. The organizations of the system are called upon to develop gender-sensitive policies and strategies and to include gender perspectives throughout their operational activities, including in research and data collection. The need to increase the representation of women in all processes and at all levels has also been recognized.

27. The Department of Disarmament Affairs of the Secretariat will identify and address specific gender perspectives in different areas of disarmament, including programmes of disarmament, demobilization and reintegration of former combatants. Information on gender perspectives will be posted on its web site, including briefing notes on gender and disarmament developed by the Department in collaboration with the Office of the Special Adviser on Gender Issues and Advancement of Women.

28. The Commission on Population and Development has requested the Population Division of the Department of Economic and Social Affairs to continue to incorporate gender perspectives in all its research on population policies, levels and trends, including, inter alia, the analysis of demographic, social and economic data disaggregated by age and sex, so that Governments may benefit by achieving a better understanding of the relationships between population, gender and development in the global context and

through inter-country comparisons (see Commission on Population and Development resolution 2000/1).

29. The Office of the United Nations High Commissioner for Human Rights will pursue the integration of a gender perspective into all its programmes, operations and advocacy activities and will incorporate a gender perspective in all statements and messages by the High Commissioner. It will facilitate the further integration of a gender perspective into the work of the treaty bodies and the special mechanisms by sensitizing them to gender mainstreaming and providing them with tools to integrate gender and women's human rights into their work.

30. The Economic Commission for Europe (ECE) plans to increase the level of gender sensitivity of its analytical work and to evaluate the different impacts of major economic changes on women and men in the region. This will be reflected in its flagship publication, the *Economic Survey of Europe*, where a gender perspective will be taken into consideration in its analysis of the labour market and other topics as relevant. Special studies will also be commissioned to promote a better understanding of the gender dimension in addressing new challenges, especially in the context of the countries with economies in transition. These challenges include, (a) promotion of women's entrepreneurship; (b) engendering budgets and public expenditure; and (c) equal access to information and communication technologies.

31. ECLAC will continue mainstreaming a gender perspective into both the discourse and the work programme of the Commission, reflecting the integrated approach that has always characterized the global overview of the Commission on the reality of Latin America and the Caribbean, giving special attention to the annual publication, *Social Panorama of Latin America*, and the position papers presented by the ECLAC secretariat at the sessions of the Commission. It will continue to implement the new subprogramme adopted for the biennium 2000-2001 "Mainstreaming the gender perspective into the regional development process", which gives the Women and Development Unit an explicit coordinating role in gender mainstreaming in relation to ECLAC's other substantive divisions and units. It will commission studies on issues relating to the incorporation of the gender perspective in the development of countries of the region, such as holistic health policies for women; the development of institutions for the advancement of women at the municipal and decentralized level; the employment of women in high-productivity sectors of the economy; and advances in the equitable distribution of family responsibilities between men and women. It will report to the presiding officers of the Regional Conference on Women in Latin America and the Caribbean on the activities for incorporating a gender perspective into the work of ECLAC carried out by all its substantive units and divisions.

32. In the area of women and development, the ESCWA 2002-2005 medium-term plan will address gender mainstreaming with the ultimate objective of empowering women, improving their status and helping them to achieve gender equality. Activities will focus on raising gender awareness at the regional level, including through regional and national meetings and workshops for advocacy and for gender mainstreaming, media campaigns, proposals for setting up coordination mechanisms, providing support to the gender focal points networks at the national level, processing and disseminating gender-sensitive data and information on policies and measures for women's advancement.

33. The United Nations Conference on Trade and Development (UNCTAD) will implement the recommendations made by the expert workshop on trade, sustainable development and gender, held in 1999 to: (a) ensure that consideration of the gender dimension is integrated into the discussions at regular sessions of the Trade and Development Board; (b) undertake analytical work and develop possible policy initiatives for action with regard to the impact of globalization and the implementation of the Uruguay Round agreements on gender equality and on female participation in trade and employment in industry, agriculture and services; (c) identify successful models, good practices, failures and lessons learned in supporting women's participation in the most dynamic economic sectors and in building awareness at the national and community levels about the factors which encourage investment; (d) include in its flagship publications (the *Trade and Development Report*, the *World Investment Report* and the *Least Developed Countries Report*) the gender dimensions of major international economic trends; (e) promote full and equal participation of women in trade-related market activities at all levels in all of its operation and technical assistance work, and (f) develop a strategy to

ensure that attention to eradicating gender inequalities becomes a core part of its activities.

34. Gender equality is a cross-cutting issue in the achievement of ILO's four strategic objectives of: promoting employment and incomes; fundamental principles and rights at work; social protection; and social dialogue. The ultimate aim of the ILO Action Plan on Gender is to improve its comparative advantage on gender perspectives on labour and employment issues to ensure gender equality at work at the national level. The ILO International Training Centre will establish an internal mechanism to mainstream gender concerns in all the training activities/products of the Turin Centre, in order to increase the participation of women in training activities, high-level seminars and meetings, across all technical sectors and geographical regions, and to integrate a gender perspective in the whole product cycle: training needs analysis; curriculum design; training courses and projects implementation; monitoring; evaluation; and reporting.

35. The governing bodies of the United Nations Educational, Scientific and Cultural Organization (UNESCO) have endorsed the need to take a gender perspective into account in all its strategic objectives in the coming period and to vigorously apply gender mainstreaming in all substantive programmes.

36. In terms of increasing the representation of women, the Office of the Special Adviser on Gender Issues and Advancement of Women will promote and monitor the collection and dissemination of statistics on representation of women in all intergovernmental processes. The Department of Disarmament Affairs is planning to encourage Member States to nominate women as participants in expert group meetings, in order to increase gender balance in the composition of the groups, as well as in workshops, seminars and conferences. Member States will also be encouraged to submit more women candidates for the annual United Nations Disarmament Fellowship Programme and the Department will give due consideration to gender balance in the selection of fellows. Similar efforts will be made for increasing the number of women participating in events organized by the three regional disarmament centres. The Department will also seek to increase gender balance in the selection of members of the Secretary-General's Advisory Board on Disarmament Matters and of participants in its internship programme.

3. Developing capacity for gender mainstreaming within the United Nations system

37. The agreed conclusions 1997/2 of the Economic and Social Council state that all entities of the United Nations system, making full use of the expertise and support of gender units or focal points, should institutionalize mainstreaming of a gender perspective at all levels through specific steps, including:

(a) The adoption of gender mainstreaming policies and the formulation of specific mainstreaming strategies for sectoral areas;

(b) The use of institutional directives rather than discretionary guidelines for gender mainstreaming;

(c) The creation of accountability mechanisms for gender mainstreaming.

38. There are several elements in developing institutional capacity for gender mainstreaming, including: developing policies, strategies and action plans and accountability mechanisms required to implement them; developing professional competencies for gender mainstreaming, including through the incorporation of a gender perspective into human resources policies and programmes; developing methodologies and tools, including for planning and budgeting; establishing monitoring and evaluation systems and procedures; and developing the necessary human and financial resources.

Development of policies, strategies, action plans and accountability mechanisms

39. The Office of the United Nations High Commissioner for Human Rights will revise its policy statement on gender mainstreaming and women's human rights. It will set up an in-house structure to assign clear responsibilities and accountability for gender mainstreaming within each branch and management level. The United Nations Centre for Human Settlements (UNCHS-Habitat) will revise its gender policy in 2001 and launch the new policy as one of its primary activities in 2002. The policy goals and framework of the Centre will not change, but will include an updated strategy to improve the development of new approaches and guidelines. The current policy areas identified for mainstreaming, capacity-building and monitoring systems, will stay in place. The focus for the period from 2002 to 2005 will be on launching a clear gender strategy that is

accessible and understood by all and ensuring its integration in overall institutionalized procedures for programmes and projects.

40. The World Food Programme (WFP) is developing a strategy for gender mainstreaming and the empowerment of women based on a review of progress in achieving the targets set in Commitments to Women, as well as the good practices and lessons learned that were used to report to the twenty-third session of the General Assembly.

41. The United Nations University will prepare an action plan for gender that will be drafted and presented to the University's Governing Council in 2001. The action plan will serve as a basic reference for gender mainstreaming within the University system, by clarifying the specific goals of mainstreaming gender in the context of the University, by outlining rules and recommendations for gender-sensitive project design, execution, monitoring and evaluation, and by identifying priority areas in research and capacity-building activities. The action plan for gender will be a tool for the dissemination of gender analysis methodology.

42. The International Training Centre of ILO will develop an explicit strategy/action plan on gender mainstreaming and an explicit policy on the promotion of gender equality.

43. Currently, the World Bank is in the process of producing a new gender strategy in the implementation of its policies. The strategy will recommend a series of actions to achieve sustainable gender mainstreaming within the Bank, system-wide, to be implemented during the plan period. Accountability for gender mainstreaming will be a key element of the strategy.

44. Concrete strategies for the implementation of gender mainstreaming are being established in the International Telecommunication Union (ITU) to assist staff in applying the principles to specific activities, for example, in the ITU Standardization Sector for the development of technical standards. ITU plans to put appropriate strategies in place for all sectors.

45. In order to encourage and support greater accountability for gender mainstreaming, the Office of the Special Adviser on Gender Issues and Advancement of Women will undertake regular monitoring of progress in gender mainstreaming throughout the system and incorporate its findings in the report of the Secretary-General on the follow-up to the Fourth World Conference on Women and the special session of the General Assembly, which is submitted annually to the Commission on the Status of Women, the Economic and Social Council and the General Assembly, as well as in special reports to the Secretary-General. The Office of Internal Oversight Services (OIOS) will incorporate gender perspectives in its data collection and research; in policy statements and recommendations; and in monitoring, evaluation and reporting. It will develop and disseminate impact assessment methodologies and indicators for measuring progress in gender mainstreaming, require regular reporting on progress on gender mainstreaming and make special assessments of progress thereon.

46. ECE plans to review regularly the progress in gender mainstreaming among senior management, in particular in relation to the relevant expected accomplishments embodied in the programme budget for 2002-2005. Within the framework of its planning exercise, the Economic and Social Commission for Western Asia (ESCWA) has earmarked a specific number of work months as an accountability mechanism for managers and staff in relation to gender mainstreaming.

47. In accordance with its 1999 action plan, ILO aims to strengthen institutional arrangements for gender mainstreaming, including through the introduction of accountability and monitoring mechanisms. Within ITU, specific proposals to make individual managers responsible for various aspects of gender mainstreaming in their areas of responsibility will be studied.

Competence development, methodologies and tools and human resources

Competence development

48. The development of capacity among the staff of the organizations of the United Nations system, through training programmes, the development of methods and tools and the establishment of specialist resources, is an essential element for successful gender mainstreaming. The outcome document of the twenty-third special session calls on the United Nations system to continue to: implement, evaluate and follow-up the mandated work of the United Nations agencies, as well as to ensure the allocation of sufficient resources and maintenance of gender units and focal points to achieve

this end; and ensure that all United Nations personnel and officials at Headquarters and in the field, especially in field operations, receive training in order to mainstream a gender perspective in their work, including gender impact analysis, and ensure appropriate follow-up to such training (resolution S-23/3, para. 85 (a)-(g)).

49. Many of the organizations of the United Nations system plan to use training and other means to develop gender awareness and ensure incorporation of gender perspectives in staffing and other human resources policies. Within the United Nations Secretariat, the Office of the Special Adviser on Gender Issues and Advancement of Women will collaborate with the Office of Human Resources Management on the further development of a framework and resource base for the development of competency in gender mainstreaming and with departments of the Secretariat on the development of materials for the relevant programmes. The Office of the United Nations High Commissioner for Human Rights will organize gender training workshops for its field staff and will organize appropriate follow-up to the training workshops held with the staff at Headquarters. UNCTAD will continue training on the integration of a gender perspective into the substantive work of the organization with increased vigour under the responsibility of its Resource Management Service. UNCHS will increase gender awareness courses for incoming staff in collaboration with the United Nations Office at Nairobi and will provide training in gender mainstreaming for its staff, especially through the Gender Task Force.

50. Workshops on gender mainstreaming and follow-up to previous training at ESCWA will focus on technical know-how vis-à-vis gender mainstreaming in the different disciplines within the Commission. Follow-up workshops will be held in capacity-building and the development of competency in gender mainstreaming.

51. A special module on gender mainstreaming has been developed as part of the UNICEF Programme and Policy Training Manual. The United Nations Volunteers will continue to emphasize the importance of a gender perspective in its work through its pre-assignment briefing kit, which highlights cooperation with United Nations system and other partners. Within its Learning Cycle Programme, gender perspectives will continue to be mainstreamed into the annual programme officer workshops for newly recruited programme officers.

52. ILO will develop an integrated framework for capacity-building on the basis of the results of a survey on the training needs of ILO staff undertaken in 2000. Interregional consultation meetings on gender mainstreaming will be held annually to assess the results of the training activities in terms of the staff's enhanced capacity for mainstreaming gender issues in their work. The International Training Centre of ILO will establish an institutional mechanism for integrating gender concerns in mainstreaming training programmes, through a decentralized network of gender focal points, coordinated by a gender unit at the level of the Training Directorate. The mechanism includes a gradual shift of accountability to managers, holding them responsible for gender mainstreaming. The Training Centre will also design and deliver an open and distance learning programme on gender mainstreaming for ILO staff and constituents. The World Bank will continue to take steps to enhance staff and client competence and understanding of gender issues, gender policy and gender mainstreaming.

53. FAO will continue to strengthen the skills and capacity of development practitioners and technical experts at FAO to integrate a gender perspective into agricultural and rural development. It is expected that a special allocation will be set aside within divisional staff development budgets for gender analysis training of the FAO staff. Programmes to develop competence will focus on strengthening the skills and capacity to: integrate a gender perspective into agricultural and rural development; a continued application of gender analysis training for socio-economic and gender analysis in various specialized sectors of the FAO mandate, and incorporation of such training in FAO's corporate staff development programme; development and application of gender-sensitive methodologies, guidelines and tools; enhanced use of people-centred, participatory and gender-responsive approaches at all levels; enhancing inter- and intra-departmental arrangements for cooperation and partnership within and between the divisions and departments of FAO on issues relating to gender mainstreaming; and promotion of a management culture conducive to gender mainstreaming by strengthening commitment and a realignment of authority, responsibility and accountability on this issue.

Methodologies and tools

54. In terms of methods and tools development, the Office of the Special Adviser on Gender Issues and Advancement of Women will further develop the briefing notes on gender mainstreaming in different areas to support the work in the departments of the Secretariat and in the regional commissions. The Office of the United Nations High Commissioner for Human Rights will disseminate guidelines for integrating a gender perspective in project formulation and project evaluation missions, emphasizing the relationship between economic, social and cultural rights and gender equality, accompanied by staff training to ensure their practical implementation in technical cooperation activities. The Office will also pilot a checklist on the integration of gender perspectives into its work. UNCHS will prepare mandatory guidelines or handbooks on the integration of a gender perspective to guide staff in their day-to-day work.

55. Among the United Nations funds and programmes, UNICEF has developed and field-tested a programmer's guide to gender mainstreaming. This will be implemented in all UNICEF regions during the period covered by this plan. UNICEF programme staff will receive orientation on use of the programmer's guide to gender mainstreaming as well as orientation on gender mainstreaming in the context of programme planning.

56. UNV will collaborate with UNDP and UNIFEM on the development of appropriate methodologies and tools for effective monitoring and impact assessment of their joint initiatives.

Human resources

57. UNCHS plans to merge the Women and Habitat Programme and the Gender Unit as part of its overall reorganization. A new unit, Women and Gender, Norms and Policies, centrally located in the urban secretariat, will address policy coordination, women's empowerment and gender mainstreaming throughout the Centre. The Gender Task Force has also been strengthened to become a committee of UNCHS and will have a key role during the plan period with regard to gender mainstreaming.

58. UNICEF will also continue to maintain and expand its global and regional gender focal point networks. Staff members will be designated with responsibilities for mainstreaming a gender perspective in all aspects of UNICEF's work at global, regional and country levels. Regional and country management will continue to give specific attention to gender mainstreaming and, wherever necessary, special training and orientation activities will be planned and implemented.

59. Among the United Nations funds and programmes, UNFPA will ensure that gender focal points are included in the decision-making process at the management level, especially in field offices, for the improvement of gender-sensitive policies and to provide better financial and human support for gender mainstreaming. UNFPA will also develop a web site for training or sharing good practices for UNFPA gender focal points.

60. UNDP will further develop the capacity of its broad network of gender focal points, UNV gender specialists and gender advisers based in country offices. It will ensure that the wealth of knowledge generated through this network will be shared with practitioners in other networks.

61. The Development Sector of ITU is in the process of establishing a roster of gender specialists with particular knowledge of and experience in telecommunications.

Incorporation of a gender perspective in medium-term plans and programme budgets

62. The outcome document states that:

> "The realization and the achievement of the goals of gender equality, development and peace need to be supported by the allocation of necessary human, financial and material resources for specific and targeted activities to ensure gender equality at the local, national, regional and international levels as well as by enhanced and increased international cooperation. Explicit attention to these goals in the budgetary processes at the national, regional and international levels is essential." (General Assembly resolution 23/3, para. 65).

63. Efforts will continue throughout the United Nations system to incorporate gender perspectives in planning and budgeting documents. UNCHS will continue to include explicit attention to women and gender policy priorities in medium-term plans and programme budgets. ECE will involve senior

management in regular reviews of progress made in relation to the relevant expected accomplishments on gender mainstreaming embodied in the programme budget for 2002-2005.

64. Among the United Nations funds and programmes, UNV is currently devising its response to the UNDP Result Based Management Tool and Strategic Results Framework. UNFPA will continue to work on gender mainstreaming in budget coding in relation to the multi-year funding framework and ensure that gender focal points under the new alignment have financial backing for their activities.

65. The United Nations University will carry out an assessment of the gender content of its ongoing research and capacity-building activities. The first such assessment will be conducted at the time of the submission of budget requests for the biennium 2002-2003. The University will also take advantage of the budget process to revise its standard project document format to ensure that gender perspectives are included in the formulation of new projects. Reporting on the gender-sensitivity of project design will then be made a part of regular reporting procedures of the University in order to raise gender awareness among in-house researchers as well as collaborating institutions and individuals. The University's increased reporting requirements on gender will indirectly link progress in gender mainstreaming to the allocation of project budgets by holding programming staff accountable for gender-sensitive project design.

66. In the current reform and restructuring of UNESCO, gender mainstreaming and the advancement of women have become part of the new Bureau of Strategic Planning. This gives the Division for Women, Youth and Special Strategies, which is newly created and is responsible for gender mainstreaming, greater authority than it had in the past and a possibility to interact more regularly with all parts of the secretariat. The Division will be fully involved in the preparation of the new medium-term strategy (2002-2007) and the next programme and budget (for 2002-2003).

67. Among the specialized agencies, the principle of having a gender budget has been established and accepted within ITU. A specific budget for gender issues, although very modest, has been included in the 2000-2001 budget for the first time in the history of ITU. The budget for 2002-2003 is now being prepared. During the coming years, work will be undertaken to establish indicators to identify gender-related expenditures under budget lines not specifically allocated to gender issues in order to more accurately reflect all the resources used for gender mainstreaming throughout ITU.

Monitoring and evaluation of gender mainstreaming efforts

68. Monitoring and evaluation of gender mainstreaming efforts is a logical and essential element in the institutionalization process and is implicit in the mandates of the organizations of the United Nations system.

69. Within the Secretariat, OIOS will incorporate gender perspectives, where possible, into the assistance it provides to departments and offices on evaluations of their activities, including evaluation activities on gender mainstreaming (through response to queries, training workshops, manuals and periodic bulletins). Gender perspectives will be incorporated into the OIOS review of the compliance by departments and offices with evaluation recommendations. It will endeavour to provide assistance in: developing indicators for measuring progress in gender mainstreaming; incorporating a gender perspective, where possible, into audits and audit reports during the biennium; periodic monitoring of programme implementation of the 26 budget sections, including the further development of the Integrated Monitoring and Documentation Information System (IMDIS) as an internal monitoring tool; and monitoring regular reporting on progress on gender mainstreaming. Together with the head of UNCTAD's Programme Planning and Assessment, the departmental focal point for women will continue to monitor and evaluate gender and development related activities of UNCTAD, bring observations to the attention of senior management and exchange views with relevant organizations in the United Nations system.

70. Among United Nations funds and programmes, UNICEF's monitoring systems for the collection and analysis of statistical information disaggregate inputs by sex and age. The UNICEF Programme and Policy Manual and the Monitoring and Evaluation Guide includes clear instructions in this regard. The monitoring of progress on gender mainstreaming will be done at all levels. The annual reports from country offices, the annual regional assessments and the Executive Director's annual report will contain specific

references to gender mainstreaming through analysis of main achievements and gaps in implementation of policies. The mid-term reviews of the country programmes will also continue to assess gender mainstreaming and indicate specific actions for improvement. The gender mainstreaming guide mentioned above contains guidance on indicators and methodologies for the systematic monitoring and evaluation of gender mainstreaming as well as for monitoring activities specific to girls and women supported within UNICEF country programmes. UNFPA will improve the specification and use of gender indicators in results-based management and will establish a database to show progress towards gender mainstreaming and the goal of gender equality and women's empowerment achieved by the Fund.

71. At the United Nations University, the revised reporting format will provide the data necessary for monitoring women's participation in its activities and the incorporation of gender perspectives in its programme and project design. In order to monitor activities under its regular programme, FAO will incorporate appropriate monitoring and evaluation arrangements into existing and future corporate reporting and evaluation systems and exercises linked to the medium-term plan, the programme of work and the budget.

72. A concerted effort is being made within ITU to establish a basis for monitoring and evaluating its gender mainstreaming efforts as well as for monitoring such efforts vis-à-vis representation at ITU meetings and within the telecommunications sector. Once a sufficient basis has been established, regular monitoring of progress in gender mainstreaming will be initiated. Regular reports are prepared each year for the ITU Council on progress made within the Union itself and in its development work. Reports on the implementation of the gender mainstreaming programme in the Development Sector are made on a yearly basis to the Task Force on Gender Issues, which in turn reports to the Development Sector advisory group.

4. Collaboration and sharing of experiences

73. The agreed conclusions 1997/2 of the Economic and Social Council state that:

> "At the field level, United Nations operational entities, with support from gender experts and coordinated by interagency committees, should develop and share memoranda of understanding on gender equality goals in programme development and project implementation."

74. In addition to collaborating through standing inter-agency bodies such as the Inter-Agency Committee on Women and Gender Equality, individual organizations are developing other means of collaborating and sharing experiences, including through their web sites. The Inter-Agency Committee will, however, continue to play a key role in promoting, facilitating and monitoring gender mainstreaming. It will continue to use task forces to highlight gender mainstreaming in particular sectors, such as peace and security and information and communication technologies, and in intergovernmental processes, as well as in developing strategies, methodologies and tools for gender mainstreaming.

75. The Office of the United Nations High Commissioner for Human Rights will make the decisions and findings of the United Nations human rights programme, including its treaty bodies and special mechanisms, available to all programmes, funds and agencies throughout the United Nations system in order to encourage a gender and rights-based approach programming and support the integration of this perspective into the United Nations operational development activities in all processes of the system, including the Common Country Assessment (CCA) and the United Nations Development Assistance Framework (UNDAF). The Division for the Advancement of Women and the Office of the United Nations High Commissioner for Human Rights will also continue to implement their joint work plan.

76. In the regional commissions, ECE will act as facilitator for an inter-agency focal group on gender and economy established at the second annual Coordinating Meeting of the Heads of European Offices of the members of the Common Country Assessment, which was organized by ECE in Geneva in October 2000. The group will focus on gender mainstreaming in countries with economies in transition. It is expected that during the period from 2002 to 2005 the work of the focal group will contribute to the increased use of good practices for designing and implementing programmes in countries with economies in transition. ESCAP will continue to support the thematic working group on women's

empowerment and gender equality established at the Coordinating Meeting.

77. Over the next period, UNIFEM's ability to use its executing agency status to generate lessons for larger agencies on improved strategies for supporting gender equality, as well as to leverage additional resources for gender equality initiatives, will be regularly monitored and enhanced. It will continue to work on establishing and strengthening systems to link its evaluation, learning and dissemination mechanisms to ensure that its partners can benefit from knowledge gained through its operational work. Through the Gender Awareness Information and Networking System (GAINS), the United Nations International Research and Training Institute for the Advancement of Women (INSTRAW) will serve as a gateway through which the gender research and training community can channel its own work into a global platform accessible both within and outside of the United Nations system. GAINS will gather, organize and disseminate, on an ongoing basis, gender-aware knowledge and information and will provide links to the major databases on gender research and training institutions worldwide, thus ensuring maximal sharing of knowledge, information and experience.

78. At the global level, the WHO Department of Women's Health will be working in collaboration with agencies and organizations in the United Nations system to develop and test tools, training and materials to ensure that these commitments are reflected in regional country work related to all aspects of women's health. Under the umbrella of CCA and UNDAF, WHO is actively collaborating with other agencies and organizations at country level. FAO will continue to carry out its work in partnerships with other United Nations agencies, NGOs and the private sector in the interest of increasing its effective impact by drawing on the capacity of such partners to achieve the objectives in the Beijing Plan of Action. There are several tools for dissemination of experience both operational programmes and programmes related to the direct sharing of information.

79. The Division for the Advancement of Women will continue to collaborate and interact with NGOs and will facilitate their participation in the Commission on the Status of Women and in its sessions. UNFPA will review the guidelines for UNFPA collaboration with NGOs to include gender-sensitive policy or guidelines as one of the criteria for UNFPA assistance to international and national NGOs, thus ensuring that gender perspectives are mainstreamed into the design of projects and activities.

Use of web sites

80. Within the Secretariat, the Division for the Advancement of Women will continue to make available, on its web site, reports that are related to the Commission on the Status of Women, the General Assembly, the Economic and Social Council, The Committee on the Elimination of Discrimination against Women and other related information. In addition, it plans to expand its web site to include more country-specific information related to women and gender issues. The Division plans to provide an online training manual on the optional protocol as well as to conduct other training activities to disseminate the Platform for Action and the outcome document and promote the use of information and communication technologies among women, in collaboration with its current partners. The Division for the Advancement of Women will also seek to expand inter-agency participation in the WomanWatch web site. The Office of the United Nations High Commissioner for Human Rights will develop a web page on "Gender and Human Rights of Women", which will include resolutions of the Commission on Human Rights and the Subcommission on the Promotion and Protection of Human Rights relating to the human rights of women and gender equality, general comments from committees, relevant reports of the Special Rapporteur on Violence against Women and other experts, material on trafficking and traditional practices, examples of good practices on gender mainstreaming, inter-agency initiatives, a database on substantive themes and statements by the United Nations High Commissioner for Human Rights. ESCAP will continue to develop its Internet home page on Women in Development (WID) and a database on WID programmes and projects carried out by United Nations agencies and organizations.

81. A web site for the Task Force on Gender Issues has been established by ITU and is now linked to WomenWatch. The internal Group on Gender Issues is establishing a web site which will be linked to the Development Bureau web site and to WomenWatch. This site will provide information on internal developments in ITU concerning gender mainstreaming. The ILO International Training Centre

will use the Turin Centre web site to develop a learning resource centre in the field of "Decent Work and Gender Mainstreaming". An e-forum for gender and development, an electronic network forum for implementing the critical role of disseminating and exchanging information relating to gender mainstreaming, will be established by FAO.

82. The World Bank is launching the Global Development Gateway, an initiative aimed at harnessing global knowledge, information and connectivity for development purposes. The Gender and Development Portal is an essential component of the Gateway. It seeks to build a gender and development portal on the web, through which users-representatives from Governments, the private sector, donor organizations and civil society will be able to access and share information, resources and tools on gender issues and to which they will be able to contribute their own knowledge and experiences.

III. Mainstreaming a gender perspective in the critical areas of concern

83. Within each of the critical areas of concern, the Platform for Action and the outcome document indicate areas where the organizations of the United Nations system should undertake actions singularly and together. In each case, a variety of different kinds of actions are planned by the organizations of the system individually and collaboratively.

A. Women and poverty

1. Mandate

84. In strategic objectives A.3 and A.4 of the Platform for Action, international organizations are requested to increase funding for programmes and projects designed to promote sustainable and productive entrepreneurial activities for income-generation among disadvantaged women and women living in poverty. The Platform asks international statistical organizations to: collect gender and age-disaggregated data on poverty and all aspects of economic activity and develop qualitative and quantitative statistical indicators to facilitate the assessment of economic performance from a gender perspective; devise suitable statistical means to recognize and make visible the full extent of the work women do and their full contribution to the national economy, including their contribution in the unremunerated and domestic sectors; and examine the relationship of women's unremunerated work to the incidence of and their vulnerability to poverty.

85. The outcome document of the twenty-third special session states that organizations should:

> "Take measures, with the full and effective participation of women, to ensure new approaches to international development cooperation, based on stability, growth and equity, with the enhanced and effective participation and the integration of developing countries in the globalizing world economy, geared towards poverty eradication and the reduction of gender-based inequality within the overall framework of achieving people-centred sustainable development" (General Assembly resolution S-23/3, para. 101 (b));

> "Design and strengthen poverty eradication strategies, with the full and effective participation of women, that reduce the feminization of poverty and enhance the capacity of women and empower them to meet the negative social and economic impacts of globalization" (ibid., para. 101 (c));

> "Undertake comprehensive actions to provide and support quality skills training for women and girls at all levels, on the basis of strategies developed with their full and effective participation, to achieve agreed targets to eradicate poverty" (ibid., para. 101 (g));

and it encourages:

> "Partnerships and cooperation among Governments, international organizations, in particular international financial institutions, and multilateral organizations, private sector institutions and civil society, including NGOs, especially women's and community-based organizations, to support poverty eradication initiatives focused on women and girls." (ibid., para. 102 (c)).

2. Actions planned by the United Nation system

Advocacy

86. Advocacy activities within the United Nations system are led by the Department of Public Information, which will focus on increasing public awareness of the gender dimensions of poverty and public policy, within the context of the United Nations Decade for the Eradication of Poverty (1997-2006) and its theme "Eradicating poverty is an ethical, social, political and economic imperative of mankind", as well as within the context of the International Day for the Eradication of Poverty (17 October). Another focus will be on World Food Day (16 October). United Nations Radio will cover issues related to women and poverty, such as the HIV/AIDS epidemic, rural women and microcredit. The United Nations Information Centres, United Nations Information Services and United Nations Offices will carry out activities, including: the organization of workshops for rural women; participation in conferences which focus on raising public awareness about women's contribution to economic and social development; organization of exhibits on rural women's agricultural products; and production of television programmes on women and poverty.

Development of mandates, policies, strategies and planning mechanisms

87. The Division for the Advancement of Women, in collaboration with United Nations agencies, will organize an expert group meeting on "Women's poverty, labour migration and social security", to provide substantive input to the Commission on the Status of Women's topic for 2002, "Eradication of poverty: globalization, gender and work throughout the life cycle". The Division will also prepare a report on the review of the Decade for the Eradication of Poverty from a gender perspective as an input into the review of the Decade to be carried out by the Commission on the Status of Women in 2006. The United Nations Office for Drug Control and Crime Prevention will promote the application of the "Guidelines on alternative development and gender" in the design, implementation, monitoring and evaluation of alternative development programmes, supported by the United Nations International Drug Control Programme. The United Nations Environment Programme (UNEP) will undertake studies to analyse linkages between environment and key social issues, specifically those affecting rural women, and will provide environmental policy options for consideration in addressing these issues. These will include: an analytical report on the social dimensions of environmental degradation, with special reference to poverty, population and gender; a report on the priority environmental policy actions for combating hunger and malnutrition in vulnerable areas; assistance to Governments on the inclusion of environmental issues into their poverty alleviation strategies; and a report to be submitted to the seventh special session of the Governing Council in 2002. For its part, ESCAP will develop a database on best practices to combat the feminization of poverty and implement a regional seminar on social protection and safety nets for women. UNESCO has included, as one of its two cross-cutting themes for the period 2002-2005, eradication of poverty, especially extreme poverty, and will include a gender dimension in all of its work on this topic. WHO is currently developing a planning framework on gender, health and poverty. The International Trade Centre's export-led Poverty Reduction Programme offers considerable potential for developing and utilizing women's untapped potential. The gender dimension is an integrated element of all technical cooperation activities under this programme. The International Trade Centre will design and implement projects that specifically focus on sectors of interest for women micro-producers.

88. FAO will establish criteria to monitor and assess the extent of gender bias, its causes and consequences, vis-à-vis access to resources and adequate nutrition; promote the development of policies, programmes and projects that take into account the different roles and needs of women and men in guaranteeing equal access to resources, nutrition, food safety and quality at household and community levels; and facilitate the improvement of household food security and nutrition through community approaches that foster the participation of both women and men. FAO will further support research and action programmes aimed at identifying the relevant legislative and policy changes needed in agricultural and rural sectors to achieve equal access to resources and provide policy advice and related technical assistance to Member States with the aim of reorienting agricultural policies and reducing institutional barriers to women's, and men's, access to resources and services. FAO will further continue to enhance the creation of income-generating opportunities for both rural women and men.

Support to development of national level gender-sensitive policies and strategies

89. UNIFEM will continue to focus on: linking women producers to global markets, through innovative measures such as e-commerce and agreements with socially responsible businesses; encouraging the establishment of micro-finance institutions so that women have access to the capital they need; and building women's economic literacy and leadership to shape all types of markets. UNDP will advocate and offer policy support to contribute to the bridging of the gender gap through equal access to land, credit, skills and training, information and equal participation in decision-making for poverty eradication. It will assist Member States in mainstreaming gender concerns into national poverty eradication strategies and poverty reduction strategy papers. ILO will use capacity-building programmes on gender, poverty and employment, and its InFocus Programme on Skills, Knowledge and Employability to undertake a holistic approach in combating poverty, especially through promotion of better employment, paying particular attention to the situation of women. The mainstay of poverty eradication is defining appropriate strategies to promote better employment for low-income women in various sectors of activities. The UNU workshop on gender and poverty alleviation will concentrate on producing concrete policy recommendations, which will be made widely available to national policy makers. FAO will continue to develop tools and methodologies to improve the understanding of gender in relation to agriculture and poverty and to find indicators to measure progress.

Support to development of sex-disaggregated statistics

90. The Office for Drug Control and Crime Prevention will promote a situation analysis of the world drug problem, including sex-disaggregated data and gender as one of the socio-economic variables. UNIFEM will continue to provide technical expertise to mainstream poverty elimination programming. This will include opportunities to influence programme design by ensuring the use of data and indicators disaggregated by sex in common country assessments, the United Nations Development Assistance Framework, and, where possible, the Comprehensive Development Framework. Through its national human development reports, UNDP will facilitate and build capacity for gender disaggregated statistics in the assessment and analysis of women's poverty and measures to address it.

Support to collaboration

91. A key focus of UNIFEM efforts in this area has been on supporting collective efforts, including formation of influential networks regionally and nationally, as well as loose-knit networks of national cooperatives. Networks supported in the past, and with whom future collaboration is anticipated, include: HomeNet, a growing network of home-based women workers worldwide, with its home office in Asia; networks advocating for gender equality in micro-finance schemes and policies, such as the MicrofinAfric network; and informal groups of shea butter producers, in West Africa, who collectively negotiate for better prices for their products than they could as individuals.

B. Education and training of women

1. Mandate

92. In strategic objective B.5, the Platform for Action calls on multilateral development institutions, including the World Bank, to consider increasing funding for the education and training needs of girls and women as a priority in development assistance programmes and to consider working with recipient Governments to ensure that funding for women's education is maintained or increased in structural adjustment and economic recovery programmes, including lending and stabilization programmes. It asks international and intergovernmental organizations, especially UNESCO, to contribute to the evaluation of progress achieved, using educational indicators generated by national, regional and international bodies and urge Governments, in implementing measures, to eliminate differences between women and men and boys and girls with regard to opportunities in education and training and the levels achieved in all fields, particularly in primary and literacy programmes. It also asks them to provide technical assistance upon request to developing countries to strengthen the capacity to monitor progress in closing the gap between women and men in education, training and research, and in levels of achievement in all fields, particularly basic education and the elimination of illiteracy; conduct an international campaign promoting the right of women

and girls to education; and allocate a substantial percentage of their resources to basic education for women and girls.

93. The outcome document of the twenty-third special session of the General Assembly calls on international organizations, including the United Nations system, to support national efforts to promote formal and non-formal education and mentoring programmes for women and girls in order to enable them to acquire knowledge, develop self-esteem and skills in leadership, advocacy and conflict resolution (General Assembly resolution S-23/3, para. 95 (c)); apply and support positive measures to give all women, particularly indigenous women, equal access to capacity-building and training programmes to enhance their participation in decision-making in all fields and at all levels (ibid., para. 95 (j)); and continue to support and strengthen national, regional and international adult literacy programmes in order to achieve a 50 per cent improvement in the levels of adult literacy by 2015, especially for women, and equitable access to basic and continuing education for all adults (ibid., para. 95 (f)).

2. Actions planned by the United Nations system

Advocacy

94. The Department of Public Information will help to increase awareness of the contents of the Platform for Action and the outcome document and the importance of gender-sensitive educational materials that are free of stereotypes, as well as of the need for increased educational opportunities for women and girls. Other activities will focus on International Literacy Day (8 September). United Nations Radio will produce programmes focusing on the education of the girl child, reproductive health information for young women and women's participation in higher education. The United Nations information centres, the United Nations Information Services and the United Nations Offices will continue to carry out various activities under this topic, including the preparation of press articles for publication in national newspapers and magazines; screening of films and videos on topics such as community development programmes and on women and education; and the organization of educational seminars and workshops for women and girls. UNICEF will undertake advocacy efforts to promote girls' education and develop attitudes and behaviours that incorporate gender awareness and analysis. FAO is launching a special initiative to harness information and communication technologies to promote the advancement of rural women and girls.

Development of mandates, policies, strategies and planning mechanisms

95. The publication *World Population Monitoring 2003*, prepared by the Population Division of the Department of Economic and Social Affairs, will focus on population, education and development, including an analysis of the impact of women's education on demographic processes. UNICEF plans, in the next four years, to: continue to encourage and support regional and country offices in giving higher priority to girls' education in their programming; ensure that girls' education is made a priority in the United Nations Partnership, especially though common country assessments and the United Nations Development Assistance Framework; and build better linkages between education and other sectors such as child protection, early childhood, development, health and emergencies. The World Bank will continue to give priority to girls' education and to support the Partnership on Sustainable Strategies for Girls Education. The specific objective of the World Bank is to advance the design and implementation of initiatives aimed at improving girls' educational opportunities in the developing world. Specifically, the World Bank's education programme targets the client countries where the gender gap in elementary and secondary education is especially large.

Support to development of national level gender-sensitive policies and strategies

96. UNICEF will continue to support action by Member States to ensure completion of primary school of good quality by every child by 2015, and to achieve full gender equality in basic education by 2005. UNICEF plays a leading role in the Secretary-General's Initiative on Girl's Education, giving priority attention to girls' education and specific interventions for ensuring girls' full and equal access to, and achievement in, basic education of good quality. It will support the development of national level gender-sensitive policies and strategies, which recognize the need for changes in attitudes, values and practices, in order to ensure that children will be educated in a gender-sensitive environment where they learn to

respect diversity and promote equality. This includes support to the development of diverse, flexible, non-formal approaches to basic education, of good quality, and the provision of adequate water and sanitation facilities for girls. UNICEF will continue its massive and concerted effort to encourage African countries other than the 20 already involved in the African Girls Education Initiative, to provide education for girls, where needed. In this regard, UNICEF is providing guidance to countries applying for additional funds. Encouraged by the results of the African Girls Education Initiative, UNICEF is developing a multi-country strategy in support of girls' education in Asia. Having selected basic education as a top priority, UNESCO will promote gender mainstreaming, particularly in the implementation of the framework of action adopted at the World Education Forum (Dakar, 2000), which will complement UNESCO's contribution to the 10-year United Nations Girls' Education Initiative. Particular attention will be given to capacity-building in Member States, namely to gender-sensitive teacher training, revision and change of curricula and adaptation of textbooks to respond to the needs of girls, as well as the elimination of sexist stereotypes and other forms of assistance at policy level.

Support to gender mainstreaming in relation to legal frameworks and related issues

97. Explicit action will also be taken to remove gender bias by ensuring that teaching and supervisory bodies are fair and transparent and that rules and regulations lead to equality between girls and boys, women and men. UNICEF will also support efforts to ensure that the facilities, content, processes and context of education are free of gender bias and encourage and support equality and respect and that the personal security of girls is guaranteed. UNICEF provides support to legal and infrastructural measures to ensure the rights to education for married or pregnant girls. Special programmes will be designed to meet the education needs of girls of HIV/AIDS affected families, including girl orphans.

Promotion of women's participation, particularly in decision-making

98. UNICEF is encouraging representation of women through support to recruitment and training of female teachers.

Support to competence development, methodologies and tools development and special studies to support gender mainstreaming

99. UNCHS will promote training, gendered information and partnerships aimed at effective capacity-building and monitoring systems. In collaboration with GAINS members of research, training and focal points networks, INSTRAW will continue to develop new and more efficient and participatory tools and methodologies that will increase the capacity of the national and regional members of these networks for gender mainstreaming, inter alia, through information and data gathering and dissemination and the production, management and packaging of collaborative information into practical lobbying and advocacy tools. ILO will strengthen training policy frameworks together with the design and delivery of learning and training programmes for enterprises, training institutions and employment services with special emphasis on workers in the informal economy, most of whom are women. A special programme has been established under the Development Bureau of ITU to develop and disseminate a training curriculum, including gender awareness guidelines intended for use by licensing and regulatory bodies to mainstream gender awareness into licensing and regulatory functions of national agencies to be integrated as modules in workshops and/or as stand alone seminars that will be disseminated to training institutions and ITU member administrations. Training materials will be made available to field offices, ITU members, especially those in the developing countries, via the Virtual Training Centre/Global Telecommunication University (online), centre of excellence projects and other international organizations. FAO will continue to work to raise awareness of gender stereotypes that act as impediments to participation and leadership of rural women in decision- and policy-making bodies at local and national levels and of the need to address this issue, and aims to promote networking to assist in the exchange of information and to ensure representation of rural women's interests in policy-making on agricultural development at national and international levels. FAO will also support efforts to facilitate a mutual learning process between rural women and development partners, including those who design and deliver agricultural services and address gender

imbalances in participation and representation in rural organizations and associations.

Support to development of sex-disaggregated statistics

100. UNICEF will continue to focus on girls' education through its Global Girls' Education Programme and African Girls' Education Initiative. This includes the provision of technical support to programmes, the incorporation of gender perspectives in data collection research, analyses, policy statements and recommendations, as well as in monitoring, evaluation and reporting. INSTRAW will develop a special database on gender aspects of formal education, including existing statistical data on school enrolment, curriculum, relevant research, existing projects and good practices. FAO will continue to pursue initiatives to improve the collection, tabulation, dissemination and use of data disaggregated by sex. Guidelines, training materials and reviews of methodologies have been and will be prepared on gender aspects in agricultural survey design and procedures for data collection.

Support for collaboration

101. ESCAP will promote sharing of experiences on enhancing women's participation in transport, tourism and infrastructure development. UNICEF will continue to play a leadership role in the United Nations Girls' Education Initiative, which will move forward with the identification of target countries, the development of guidance for them and implementation of action at field and global levels. UNICEF will continue to chair the multi-agency task force for the initiative, design and coordinate a shared workplan and identify global support activities, which include alliance-building among bilateral donors and NGOs and fund-raising strategies. INSTRAW will undertake building of its network of focal points in Africa on the use of information and communication technologies for the sharing of knowledge and networking. This will include training in the technical aspects of the uses of information and communication technologies, as well as use of knowledge and information for strategy building, lobbying and action.

C. Women and health

1. Mandate

102. In strategic objectives C.3, C.4 and C.5. of the Platform for Action, international bodies, including relevant United Nations organizations, are asked to ensure the involvement of women in all decision-making relating to the development, implementation, monitoring and evaluation of policies and programmes on HIV/AIDS and other sexually transmitted diseases. The United Nations system is asked to train researchers and introduce systems that allow for the use of data collected, analysed and disaggregated by, among other factors, sex and age, in policy-making, planning, monitoring and evaluation; promote gender-sensitive and women-centred health research, treatment and technology and link traditional and indigenous knowledge with modern medicine, making information available to women to enable them to make informed and responsible decisions; increase number of women in leadership positions in the health professions, including researchers and scientists, to achieve equality at the earliest possible date; increase financial and other support from all sources for preventive, appropriate biomedical, behavioural, epidemiological and health service research on women's health issues and for research on the social, economic and political causes of women's health problems and their consequences, including the impact of gender and age inequalities; inform women about the factors which increase the risks of developing cancers and infections of the reproductive tract, so that they can make informed decisions about their health; support and fund social, economic, political and cultural research on how gender-based inequalities affect women's health; support health service systems and operations research to strengthen access and improve the quality of service delivery, to ensure appropriate support for women as health-care providers and to examine patterns with respect to the provision of health services to women and use of such services by women; provide financial and institutional support for research on safe, effective, affordable and acceptable methods and technologies for the reproductive and sexual health of women and men and formulate policies favourable to investment in women's health and, where appropriate, increase allocations for such investment; provide appropriate material, financial and logistical assistance to youth non-governmental organizations in order to strengthen their capacity to address youth concerns in the area of

health, including sexual and reproductive health; and develop mechanisms for coordinating and implementing the health objectives of the Platform for Action and relevant international agreements to ensure progress.

103. The outcome document of the twenty-third special session of the General Assembly requested that international organizations: promote and improve comprehensive gender-specific tobacco prevention and control strategies for all women, particularly adolescent girls and pregnant women, which would include education, prevention and cessation programmes and services, and the reduction of people's exposure to environmental tobacco smoke, and support the development of the WHO international framework convention for tobacco control (General Assembly resolution S-23/3, para. 72 (p)), in partnership, as appropriate, with relevant institutions, promote, improve, systemize and fund the collection of data disaggregated by sex, age and other appropriate factors, on health and access to health services, including comprehensive information on the impact of HIV/AIDS on women, throughout the life-cycle (ibid., para. 92 (c)); eliminate gender-biases in biomedical, clinical and social research, including by conducting voluntary clinical trials involving women, with due regard for their human rights, and in strict conformity with internationally accepted legal, ethical, medical, safety and scientific standards, and gather, analyse and make available to appropriate institutions and to end-users gender-specific information about dosage, side-effects and effectiveness of drugs, including contraceptives and methods that protect against sexually transmitted infectious diseases (ibid., para. 92 (d)).

2. Actions planned by the United Nations system

Advocacy

104. The activities of the Department of Public Information will be geared towards helping to increase public and government awareness of the health issues facing women and the need for comprehensive health care that spans a woman's lifetime. One focus for activities will be World Health Day (7 April), World No-Tobacco Day (31 May) and World AIDS Day, (1 December), which will highlight the increasing effects of the HIV/AIDS pandemic on women. United Nations Radio will produce programmes focusing on women's health issues, such as reproductive health, safe motherhood, HIV/AIDS, mental health, and diseases that predominantly affect women, such as breast cancer, autoimmune diseases and depression. Activities by the United Nations information centres, the United Nations Information Services and the United Nations Offices will include the organization of briefings for educational institutions and NGOs on the issue of women and health; and publicity for United Nations meetings on this topic. UNIFEM will address the gender impact of the HIV/AIDS pandemic, through innovative rights-based approaches and with strong linkages to the Committee on the Elimination of Discrimination against Women. It will expand its work on HIV/AIDS based on lessons learned from pilot projects focused on strengthening advocacy efforts by bringing together women's organizations, government ministries, health professionals and media representatives.

Development of mandates, policies, strategies and planning mechanisms

105. UNICEF and UNFPA will work to support Member States to reduce maternal mortality in line with the global commitments made in the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action. UNICEF will work to protect women from pre-pregnancy nutritional deficiencies and unwanted pregnancies and to ensure access of women to health and counselling services. It will work closely with Member States to reduce HIV infection rates in young people between the ages of 15 and 24 by at least 25 per cent in the most affected countries by 2005, and by 25 per cent globally by 2010. In this regard, UNICEF will support the development, implementation and monitoring of effective HIV programmes with and for young people, especially girls. UNICEF will give attention to reduction of mortality and morbidity rates among adolescents due to pregnancy-related complications, by giving adequate attention to the specific needs of adolescent girls, including timely antenatal care attendance for pregnant adolescents, and the provision of "adolescent-friendly" information, counselling and services. Special emphasis will be given to the development of "adolescent-friendly" health services that are sensitive to the needs of girls and create opportunities for their involvement in designing and planning such services. The ILO's InFocus Programme on Safe Work and the InFocus

Programme on Social and Economic Security will concentrate on extending the benefits of the experience of industrialized countries in decreasing serious injuries through making the workplace healthier and safer in the whole working world. WHO will increase women's access throughout the life cycle to appropriate, affordable and quality health care, information and related services; strengthen preventive programmes that promote women's health; undertake gender-sensitive initiatives that address sexually transmitted diseases, HIV/AIDS and sexual and reproductive health issues; promote research and disseminate information on women's health; and increase resources and monitor follow-up for women's health.

106. In 1999, the World Bank identified HIV/AIDS as a central element of its agenda for the Africa region and recommended that improved economic opportunities, gender-sensitive legal and regulatory frameworks, and elimination of harmful and discriminatory practices will improve the status of women and help them avoid infection. The 2000 policy research report on gender and development (Engendering Development) outlines gender-based imbalances in HIV/AIDS infection rates and risk factors. At the operational level, the World Bank is financing HIV/AIDS projects in all regions, focusing on strategies to control the epidemic in low, medium and high prevalence areas, and targeting high-risk and vulnerable groups of both sexes. Specifically, the World Bank is accelerating efforts to deepen the understanding of the interactions and impact of the social controls affecting women and men on the transmission and incidence of HIV/AIDS and is incorporating this knowledge into the World Bank's operations. The World Bank is an active co-sponsor of the Joint United Nations Programme on HIV/AIDS (UNAIDS). The World Bank will continue its support to the Safe Motherhood initiative, which aims to reduce pregnancy-related health problems and deaths in low- and middle-income countries.

Support to development of national level gender-sensitive policies and strategies

107. The United Nations Office for Drug Control and Crime Prevention will develop and promote the application of guidelines on demand reduction and gender in the design, implementation, monitoring and evaluation of national demand reduction programmes, as well as those supported by the United Nations International Drug Control Programme. ECA, in a proposed report on engendering national policy on HIV/AIDS, will be addressing the different impact of HIV/AIDS on different populations and the significance of formulating and implementing gender-sensitive policies if the pandemic is to be contained on a sustained basis. Through its country programmes, UNICEF will advance the access for girls and women to relevant and accurate information and education on HIV/AIDS and to voluntary and confidential testing and counselling services. UNIFEM will continue to backstop the gender, population and development advisers, who form part of the UNFPA country support teams. At the global level, UNIFEM will continue its partnership with UNAIDS, whereby it backstops a UNIFEM/UNAIDS gender adviser based in UNIFEM. At the country level, UNIFEM will continue, where possible, to participate in and influence the work of inter-agency thematic groups on HIV/AIDS. Additionally, UNIFEM foresees continuing and strengthening its operational collaboration with UNFPA, on issues of HIV/AIDS, ending violence against women, strengthening national women's machineries and linking reproductive health and economic security initiatives. At the WHO programme level, the different regions of the world will have programme priorities and activities reflecting their diversity. For example, in Europe work has been initiated to improve the capacity of existing health systems to understand and address the health needs of minority women and women migrant workers. In the Americas women are utilizing the outreach made possible by the new technology of the Internet and WHO has greatly facilitated improved access to health information and cross-fertilization of experience through establishment and development of a bilingual electronic women's health newsletter, GENSALUD, reaching throughout the region and to other parts of the world, as well. In the African and the eastern Mediterranean regions attention is being given to a comprehensive approach to elimination of female genital mutilation, encompassing research, training and curriculum development for health care providers, support for general public education and legal approaches. This programme is well established and will continue for some years to come. Preventive education, especially concerning HIV/AIDS, within the framework of the UNESCO contribution to UNAIDS will remain high on the agenda.

Support to gender mainstreaming in relation to legal frameworks and related issues

108. The Office of the United Nations High Commissioner for Human Rights will produce and disseminate information from treaty bodies and special procedures on international norms, standards and policies, and on national legislation relating to women and girls' reproductive and sexual health issues. As a follow-up to the 1996 Glen Cove round table on the "Human rights approaches to women's health with a focus on reproductive and sexual health and rights", the Office of the High Commissioner and UNFPA will jointly organize a meeting in June 2001 on the application of human rights to sexual and reproductive health, which will bring together treaty body members and United Nations specialized agencies with the aim of: (a) informing treaty bodies on reproductive rights; (b) reviewing measures by States to implement concluding observations and good practices; (c) developing more systematic approaches by specialized agencies to providing country information; and (d) identifying indicators and norms to be developed regarding reproductive health practices that can be used by the treaty bodies in the monitoring of reproductive health and rights. In partnership with UNAIDS, the Office of the High Commissioner will promote implementation of HIV/AIDS-related rights at national level through national human rights institutions and the International Guidelines on HIV/AIDS and Human Rights of the Commission on Human Rights. It will disseminate the plan of action for the elimination of traditional practices affecting the health of women and girls to field offices, Governments and NGOs.

109. Through its country programmes, UNICEF will support interventions for legal and regulatory reforms to support women-friendly health services so that women are assured access to quality essential health services. UNFPA will promote national level legal and policy advocacy that improves access to reproductive health and that advances women's rights, particularly in areas that afford them reproductive choice and develop a manual for carrying out peer education in sexual and reproductive health, with emphasis on needs of adolescent girls, in collaboration with other agencies.

Promotion of women's participation, particularly in decision-making

110. Through its country programmes, UNICEF will support specific actions that mobilize communities and expand their participation in the planning and management of health services to improve women's nutrition, general health and birth preparedness in order to ensure timely and safe deliveries. This will include interventions that encourage husbands, parents, in-laws, families and neighbours to become active partners in supporting women in making choices that will improve their lives and health. UNFPA will develop strategies on the participation and empowerment of youth, with a particular emphasis on reproductive and sexual health.

Support to competence development, methodologies and tools development and special studies to support gender mainstreaming

111. The Population Division of the Department of Economic and Social Affairs will prepare a study of levels and trends regarding contraceptive use, which will deal with contraceptive use by both men and women, female- and male-oriented methods of contraception as well as gender issues related to contraceptive use. As a component of its work on men's roles and responsibilities in working towards the achievement of gender equality, INSTRAW plans to conduct an online discussion forum on HIV/AIDS and gender, in order to gather accurate data, discuss problems in prevention, suggest prevention strategies and identify information and knowledge needs. It will develop information packages to be used by GAINS focal points working in the area of HIV/AIDS sensitization, education and prevention, a special database collection on HIV/AIDS, as well as information dissemination packages tailored to the needs of women and organizations working with women and men for HIV/AIDS prevention in developing countries. UNICEF will develop and test new methodologies for training and sensitization for health care personnel, as well as develop policies and protocols for the health care system, on dealing with victims of gender-based violence. Another new focus will be support to research and the development of information materials that show the relationship between violence and maternal death to educate medical professionals and other health care workers.

UNFPA will also support the development of gender-sensitive training for peacekeepers on HIV/AIDS and sexually-transmitted diseases, as well as gender-based violence and the prevention of unwanted pregnancy. UNFPA will complete guidelines on male involvement in reproductive health, strengthen linkages between the Beijing Platform for Action and the Cairo Programme of Action at the regional level, through a project on HIV prevention among adolescent girls, and, in collaboration with UNIFEM, undertake publication, piloting and system-wide dissemination of a programme guide for health care managers and providers, in order to strengthen health sector responses in partnership with other activities, including shelter, legal support, advocacy legal aid and policy changes.

Support to development of sex-disaggregated statistics

112. WHO is building a strong knowledge base on gender-based differentials in health and health care approaches and interventions in order to address these differentials and gender dimensions of health systems in 2001. WHO will publish a volume on gender analysis and health, which will provide an analysis of the gender dimensions of specific diseases, conditions or subjects in three broad areas: sex and gender differences in specific health risks and outcomes (including blindness, HIV/AIDS, obesity, asthma); gender differences in determinants of health (including poverty and health, health implications of discrimination in childhood, suicide-related behaviours, social support in relation to health and disability in later life); and policies and interventions (including the use of bed-nets for malaria, addressing male risk for traffic accidents, drug promotion). Research priorities will encompass six main areas: sexuality, fertility regulation, unsafe abortion, maternal health, reproductive tract infections and planning and programming for reproductive health.

Support to collaboration

113. UNICEF will continue to be active in the inter-agency safe motherhood initiative and, through its country programmes, will promote activities to support inter-agency commitments to the implementation of the Programme of Action of the International Conference on Population and Development and the agreements reached in the five-year reviews of the Cairo Conference and Fourth World Conference on Women.

D. Violence against women

1. Mandate

114. In strategic objectives D.1 and D.2 of the Platform for Action, the United Nations and the specialized agencies are requested to: provide the Special Rapporteur of the Commission on Human Rights on violence against women with adequate assistance for periodic consultations with the Committee on the Elimination of Discrimination against Women and all treaty bodies; encourage the dissemination and implementation of the UNHCR Guidelines on the Protection of Refugee Women and the UNHCR Guidelines on the Prevention of and Response to Sexual Violence against Refugees; promote research, collect data and compile statistics on different forms of violence against women, and encourage research into the causes, nature, impact of violence on women and girls and the effectiveness of measures implemented to prevent and redress violence against women; disseminate findings of research and studies widely; encourage the media to examine the impact of gender stereotypes and take measures to eliminate these negative images with a view to promoting a violence-free society.

115. The outcome document of the twenty-third special session of the General Assembly calls on international organizations to: (a) support activities aimed at the elimination of all forms of violence against women and girls, including by providing support for the activities of women's networks and organizations within the United Nations system; and (b) consider launching an international "zero tolerance" campaign on violence against women (General Assembly resolution S-23/3, para. 87).

2. Actions planned by the United Nations system

Advocacy

116. The Department of Public Information will direct activities to increase public and government awareness of international norms and standards on violence against women, including the Declaration on the Elimination of Violence against Women, and the need to enact legislation and information and educational

campaigns to combat this major threat to society. Activities will also be planned around the annual observance of International Day for the Elimination of Violence against Women (25 November). Within the theme of violence against women, United Nations Radio will treat subjects such as rape, domestic violence, female genital mutilation and men's role in eliminating violence against women. United Nations information centres, United Nations Information Services and United Nations Offices will continue to carry out awareness-raising activities highlighting the issue, including: organization of video and poster contests; promotion of the International Day for the Elimination of Violence against Women; organization of marches to eliminate violence against women; screening of films on trafficking in women; and promotion of United Nations publications on the elimination of violence against women. UNICEF will continue its advocacy efforts to promote a culture of caring within the family and community, which promotes care practices that are inclusive, non-abusive and mutually respectful. This will be done in part by raising awareness at family, community and national levels of violations of women's rights in areas such as women's access to social services, early marriage of girls and violence against girls and women.

Development of mandates, policies, strategies and planning mechanisms

117. The Division for the Advancement of Women will organize an expert group meeting on elimination of all forms of violence, including trafficking as an input to the forty-seventh session of the Commission on the Status of Women, which will address women's human rights and elimination of all forms of violence, including trafficking.

118. *World Population Monitoring 2002*, produced by the Population Division of the Department of Economic and Social Affairs, will focus on reproductive rights and reproductive health and will include gender aspects of reproductive behaviour, health and reproductive rights. ESCAP will conduct seminars on subregional and regional cooperation to combat sexual exploitation and trafficking in women and children and a regional meeting. The United Nations University will conduct a workshop to provide a forum for academic exchange between gender experts from industrialized and developing countries on "Women and Violence" (2002). UNICEF will work with other United Nations agencies, particularly UNFPA and WHO, in the implementation of the joint policy statement for the elimination of female genital mutilation and as follow-up to the International Conference on Population and Development and the Beijing Platform for Action. UNICEF will join new inter-agency global, regional and national initiatives for the elimination of violence against women and girls through its active participation in awareness campaigns, review of legislation and development of legal structures and support mechanisms for the protection of the rights of women and girls. UNICEF is taking a lead role in the organization of the Second World Congress against Commercial Sexual Exploitation of Children, to be held in Yokohama, Japan, from 17 to 20 December 2001. Over the period of the Congress, UNIFEM will seek to "scale up" successful initiatives with potential to dramatically reduce the threat of violence in women's lives, based on its analysis of the nearly 100 projects supported by its Trust Fund in Support of Action to Eliminate Violence against Women. It will continue to support measures for involving boys and men in the struggle to end violence. Securing increased resources for the UNIFEM Trust Fund in Support of Action to Eliminate Violence against Women will be a key priority. The next issue of the UNIFEM publication *Progress of the World's Women* will focus on ending violence against women and will provide a comprehensive analysis of mandates, policies and strategies at the national, regional and global levels, as well as within United Nations agencies. WHO will continue to collect information on the prevalence and health consequences of violence against women and the response of the health sector to regularly update its database and web page on this. WHO has developed partnerships in eight countries among research institutions, women's NGOs and policy makers to collect information on the prevalence, health consequences, risk and protective factors of domestic violence, and the use of and need for services to respond. WHO is developing tools for integrated medico-legal services for sexual assault. PAHO, together with UNFPA, UNIFEM, UNICEF and UNDP is organizing a symposium on gender-based violence, health and rights in the Americas, which will review successful models of health sector response to gender-based violence in the region of the Americas.

Support to development of national level gender-sensitive policies and strategies

119. The Office of the United Nations High Commissioner for Human Rights will provide assistance to Governments and NGOs as required in order to implement and assist women in the right to seek redress for the violation of their human rights. Through its country programmes, UNICEF will promote education efforts to empower women and girls through education, including human rights education and information on violence, employment opportunities, legal literacy and the right to inheritance. UNICEF will also give attention to participatory educational programmes for girls and boys, women and men on human rights, conflict resolution, peace, tolerance, respect for diversity and gender equality. Through its country programmes, UNICEF will develop programmes that help communities prevent the commercial sexual exploitation of girls through early detection, identifying families at risk and social support programmes. UNICEF will continue its support of the implementation of national programmes to eliminate female genital mutilation. UNIFEM's subregional offices are developing expanded programming to support activities to end violence against women and girls, including support to the efforts of Governments and women's organizations to develop or strengthen legislation and preventive services to address this pandemic.

120. The Division for the Advancement of Women, UNDP and UNIFEM will continue to work on the promotion of women's human rights through ratification, implementation and monitoring of the Convention on the Elimination of All Forms of Discrimination against Women, including its optional protocol, and will assist Member States in this respect. They will provide support to the preparation of periodic government reports to the Committee on the Elimination of Discrimination against Women, as well as to facilitate the participation of civil society in this process. The Division for the Advancement of Women will collaborate with the Inter-Parliamentary Union on a campaign to raise awareness of the Convention and its optional protocol among parliamentarians. In its work on institutional building and support to national parliaments, UNDP will provide policy advice on legislation formulation and review to reflect the respect of women's human rights, especially in the area of legislation for the reduction of domestic violence and trafficking in women and children. UNDP will contribute to the collection and development of improved statistics on gender-based violence and to greater public awareness of the implications of gender-based violence for the attainment of development goals.

Support to gender mainstreaming in relation to legal frameworks and related issues

121. Through its country programmes, UNICEF will support activities for the development of legal frameworks and related issues at national level to ensure adequate legal protection, including accessible redress mechanisms, to protect the rights of women and children in the context of violence in the home, the community and the larger environment, including harmful customary or traditional practices. This will include UNICEF assistance in the development of national and international laws against trafficking of girls and women and support to mechanisms for the implementation of such laws. New emphasis will be given to participatory research and analysis on the causes of shortfalls in achieving children's and women's rights, including major violations of rights, such as female genital mutilation, sexual abuse and other forms of violence and discrimination against girls and women. UNDP will work towards mainstreaming gender within a human rights framework, especially in the area of governance and institutional capacity development, in line with Security Council resolution 1325 (2000) to support constitutional and legislative development, democratic electoral processes and judiciary reform, with particular attention given to the protection of human rights of women and girls.

Support to competence development, methodologies and tools development and special studies to support gender mainstreaming

122. The Office of the United Nations High Commissioner for Human Rights will disseminate the reports of the Special Rapporteur on violence against women and follow up on recommendations. It will finalize, issue and disseminate the guidelines on trafficking and develop field-based programmes, particularly in relation to the protection of economic rights in the countries of origin, in the protection of victims and the prosecution of offenders. The United

Nations Office for Drug Control and Crime Prevention will promote data collection and analysis on the situation concerned with the trafficking in women, build up a database of good practices against trafficking in women and develop and implement projects and develop the database under the Global Programme against Trafficking in Human Beings. ESCAP will complete an inventory of successful strategies and case studies on sexual exploitation and trafficking in women and children as well as a database on good practices to combat violence against women. It will conduct training courses on protective and preventive measures to eliminate violence against women. INSTRAW has identified "Men's roles and responsibilities in working towards the achievement of gender equality" as one of its strategic areas for 2001-2002. In early 2001, INSTRAW is launching a research programme on "Men as partners in ending gender-based violence". INSTRAW will use the GAINS methodology to conduct online comparative research on causes of gender-based violence and the potential of working with men in order to understand and develop strategies for its elimination. As a component of the research, a special GAINS database collection on men as partners in ending gender-based violence will be prepared, containing bibliographic references, lists of scholars, training materials and good practices. It will implement a workshop with trainers to discuss research findings and establish priorities in development of training guidelines and manuals on the issue of working with men to end violence against women and girls. Finally, it will develop online training manual on men's roles in eliminating gender-based violence and conduct online training. UNICEF will support gender training and sensitization on violence against women and girls for the police, lawyers, prosecutors, judges, health and social workers and local authorities. Programmes that sensitize police, prosecutors and border and judicial authorities to the problem of trafficking and train them to identify and combat trafficking and to protect the rights of victims will receive support. Special attention will be given to initiatives that will facilitate the more active involvement of men in ending domestic violence. UNFPA will compile and share best practices to improve environment for addressing practices that are harmful to women's health. Over the next period, UNIFEM will further develop electronic tools and techniques to facilitate access for groups worldwide to knowledge and effective strategies for ending violence including an electronic "end-violence" gateway, which organizes the results of electronic discussions, trust fund partners and regional campaign experiences into an accessible database of strategies and lessons learned.

Support to development of sex-disaggregated statistics

123. UNICEF will give new emphasis to the development of indicators for measuring progress in the elimination of female genital mutilation. UNIFEM will scan sex-disaggregated statistics on gender-based violence worldwide.

Support to collaboration

124. UNICEF will give new focus to promotion of partnerships and networks among communities, religious leaders, governmental and non-governmental organizations, schoolteachers, health professionals and men's and women's groups.

E. Women and armed conflict

1. Mandate

125. In strategic objectives E.1, E.3 and E.5 of the Platform for Action, international organizations are asked to: take action to promote equal participation of women in all forums and peace activities at all levels, particularly at the decision-making levels, including in the United Nations Secretariat; integrate a gender perspective in the resolution of armed or other conflicts or foreign occupation and aim for gender balance when nominating or promoting candidates for judicial and other positions in all relevant international bodies, such as the United Nations International Tribunal for the Former Yugoslavia and the International Criminal Tribunal for Rwanda and the International Court of Justice, as well as in other bodies related to the peaceful settlement of disputes; ensure that these bodies are able to address gender issues properly by providing appropriate training to prosecutors, judges and other officials in handling cases involving rape, forced pregnancy in situations of armed conflict, indecent assault and other forms of violence against women in armed conflicts, including terrorism, and integrate a gender perspective into their work; take into account gender-sensitive concerns in developing training programmes for all relevant personnel on

international humanitarian law and human rights awareness and recommend such training for those involved in United Nations peacekeeping and humanitarian aid, with a view to preventing violence against women. The Platform for Action also calls for steps to: ensure that women are fully involved in the planning, design, implementation, monitoring and evaluation of all short-term and long-term projects and programmes providing assistance to refugee women and other displaced women and ensure that they have direct access to the services provided; provide protection and ensure the right of refugee and displaced women to return voluntarily to their place of origin in safety and with dignity; provide financial and other resources for emergency relief and other longer term assistance; raise public awareness of the contribution made by refugee women to their countries of resettlement; promote understanding of their human rights and of their needs and abilities and encourage mutual understanding and acceptance through educational programmes promoting cross-cultural and interracial harmony; and develop awareness of the human rights of women and provide, as appropriate, human rights education and training to military and police personnel operating in areas of armed conflict and areas where there are refugees.

126. The outcome document of the twenty-third special session of the General Assembly called on the Secretary-General to ensure: (a) that all United Nations personnel receive training in order to mainstream a gender perspective in their work, including gender impact analysis, and ensure appropriate follow-up to such training; (b) support the full participation of women at all levels of decision-making and implementation in development activities, conflict prevention and peace processes; (c) the achievement of gender balance in the appointment of women and men, with full respect for the principle of equitable geographical distribution, including, as special envoys and special representatives and in pursuing good offices on behalf of the Secretary-General, inter alia, in matters relating to peacekeeping, peace-building and in operational activities, including as resident coordinators; and (d) provision of gender-sensitive training to all actors, as appropriate, in peacekeeping missions in dealing with victims, particularly women and girls, of violence, including sexual violence (General Assembly resolution S-23/3, para. 86). The document also calls for support to countries hosting large numbers of refugees and those with displaced persons, in their efforts to provide protection and assistance, paying particular attention to the needs of refugees and other displaced women and children (ibid., para. 99).

2. Actions planned by the United Nations system

Advocacy

127. The activities of the Department of Public Information will help to increase public awareness and understanding of the impact of armed conflict on women, children and families, the need for services to address women's needs in these situations and the role women can play to prevent and resolve conflict. One focus will be on implementation of Security Council resolution 1325 (2000) on women and peace and security, adopted by the Council on 31 October 2000. United Nations Radio will produce programmes on women's role in mediating conflicts and fostering peace, on efforts leading up to the creation of the International Criminal Court, the situation of women refugees and justice for women who are victims of war crimes. Activities by United Nations information centres, the United Nations Information Services and United Nations Offices will focus on the organization of seminars and workshops, for example on the situation of internally displaced women and children in conflict areas; and media campaigns to promote United Nations conferences on the subject of women and human rights. UNICEF will continue to advocate for the ratification and implementation of the Rome Statute of the International Criminal Court.

Development of mandates, policies, strategies and planning mechanisms

128. The Division for the Advancement of Women will organize an expert group meeting in collaboration with other United Nations agencies to provide substantive input to the Commission on the topic of "Women, peace and security" in 2004. UNICEF will contribute to ongoing efforts to orient and train peacekeeping troops and civilian police on gender issues and human rights and monitor this training. Within UNICEF, special attention will be given to gender sensitivity in the training of emergency response teams and in incorporating a gender perspective in UNICEF's humanitarian assistance work. Special programmes will be developed to address the emerging issue of HIV/AIDS infection

among women and girls in armed conflict, with focus on adolescent girls. ILO will place emphasis on employment-related interventions such as promotion of employment-intensive reconstruction and rehabilitation works, socio-economic reintegration of crisis-affected groups, skills training, local economic development initiatives and the promotion of small enterprises and cooperatives. As women and children are often most deeply affected by crises, they will be considered prominently in planning the ILO contribution to post-crisis reintegration and reconstruction processes through the InFocus Programme on Crisis Response and Reconstruction. A research project of the United Nations University addresses the issues of children and women in post-conflict peace-building and aims to lead to a better understanding of the needs and interests of women and children in rebuilding economic, political and cultural structures of society.

Support to development of national level gender-sensitive policies and strategies

129. UNICEF will support human rights education and leadership training of women and girls and will promote measures to address the special needs of women and girls in counselling centres in refugee camps and during resettlement and reintegration efforts. UNDP will provide policy dialogue and consensus-building between stakeholders to ensure an inclusive and participatory response to crisis, conflict and post-conflict situations.

Promotion of women's participation, particularly in decision-making

130. In its programmes of humanitarian assistance, UNICEF will support networks of women working to build peaceful societies. UNDP is working to increase women's representation at all levels of decision-making in dealing with prevention, management and resolution of conflict.

Support to competence development, methodologies and tools development and special studies to support gender mainstreaming

131. INSTRAW will initiate the development of a pilot methodology for research and assessment of the impact of conflict on the status of women, using online GAINS tools and in collaboration with the members of the research platform and GAINS focal points in conflict-ridden countries. This pilot methodology will identify relevant variables for analysis of conflicts and their impact on women, based on the socio-economic and political status of women. UNIFEM will programme activities to: increase understanding of the social, economic and psychological impact of war and armed conflict on women and girls; enhance the capacity of women in advocacy and negotiating and in using conflict resolution skills; expand participation of women at higher levels of decision-making in formal peace processes; and include women's priorities and needs in humanitarian interventions and post-conflict reconstruction plans. UNDP is developing measures to support women's increased involvement in peace-building, and will conduct vulnerability analysis of women in crisis situations, including in mine management. In UNDP, work on the socio-economic impact of landmines and the collection of sex-desegregated data will provide information for gender-specific mine awareness, reflecting the different risks faced by women in their daily work routines. UNDP programmes will continue to address the different needs of female and male combatants and the needs of their dependants and ensure that the design of programmes to address small arms proliferation is gender-sensitive and that women are consulted, as well as men, at every stage. UNDP will pay particular attention to the special needs of women in the design and implementation of reintegration and rehabilitation programmes and to support of female-headed households during the resettlement and reintegration phase. UNDP, in collaboration with UNIFEM, will assist the reintegration of displaced women through micro-credit and micro-finance, income-generating activities as well as increasing agricultural production and diversification to them to enable to build local capacities and promote self-reliance, which in turn fosters reconciliation at the community level and facilitates the return of all war-affected populations. FAO, together with WFP, is currently developing a manual for gender issues in emergency situations, which will allow for a comprehensive socio-economic and gender analysis in the assessment, implementation and evaluation of emergencies.

132. In order to ensure collaboration and coordination throughout the United Nations system on the implementation of Security Council resolution 1325 (2000), the Inter-Agency Committee on Women and Gender Equality has established a task force on women, peace and security, chaired by the Special

Adviser on Gender Issues and Advancement of Women. The task force is comprised of representatives of all United Nations entities involved in peace support operations, including, in particular, the Department of Political Affairs, the Department of Peacekeeping Operations (DPKO), the DDA and the Office for the Coordination of Humanitarian Affairs. An action plan is being developed by the task force on the system-wide implementation of resolution 1325 (2000). Follow-up to the study being collaboratively undertaken on the impact of armed conflict on women and girls, the role of women in peace-building and the gender dimensions of peace processes and conflict resolution, to be submitted to the Security Council as a report of the Secretary General, will also be an important part of collaborative efforts during the period of the system-wide medium-term plan.

Support to development of sex-disaggregated statistics

133. Through the Inter-Agency Standing Committee Subgroup on Gender, UNICEF will support the development and application of gender-specific indicators in needs assessments, situation analyses and programme monitoring and evaluations. It will encourage the use of such information to develop specific methods to target and distribute resources to women, including, for example, identification of distribution points in areas where women are free from harassment and other forms of gender violence. INSTRAW, in collaboration with the Norman Paterson School of International Relations, will conduct a project aimed at the development of gender-sensitive indicators on conflict prevention that will provide information on progress in gender sensitivity in conflict prevention activities.

Support to collaboration

134. UNICEF will continue to work with NGOs to ensure that the rights of women and girls are protected during times of armed conflict and take measures to prevent their violation. UNIFEM will strengthen efforts to support networks of women taking leadership in peace processes, such as the Federation of African Women's Peace Networks, the Organization of African Unity (OAU) Women's Peace Network in Africa and similar initiatives in Latin America, Central and Eastern Europe, and the Asia-Pacific region. In this regard, the Division for the Advancement of Women will provide advisory services to national machineries and women's groups working on peace initiatives.

F. Women and the economy

1. Mandate

135. In strategic objective F.2 of the Platform for Action, international organizations are requested to: support, through the provision of capital and/or resources, financial institutions that serve low-income, small and micro-scale women entrepreneurs and producers in both the formal and informal sectors; review rules and procedures of formal national and international financial institutions that obstruct replication of the Grameen Bank prototype, which provides credit facilities to rural women; provide adequate support for programmes and projects designed to promote sustainable and productive entrepreneurial activities among women, in particular the disadvantaged.

136. The outcome document of the twenty-third special session of the General Assembly encourages the Economic and Social Council to request the regional commissions, within their respective mandates and resources, to build up a database to be updated regularly, in which all programmes and projects carried out in their respective regions by agencies or organizations of the United Nations system are listed, and to facilitate their dissemination, as well as the evaluation of their impact on the empowerment of women through the implementation of the Platform for Action (General Assembly resolution S-23/3, para. 84 (e)).

2. Actions planned by the United Nations system

Advocacy

137. UNDP will continue its work, in collaboration with UNIFEM, on gender and macroeconomic policies, budgets designed as if people "matter" and on the social and economic impact of globalization on women. It will develop advocacy tools for partner civil society organizations that work for economic justice in the context of the new economic order and the challenges to globalization.

Development of mandates, policies, strategies and planning mechanisms

138. The Division for the Advancement of Women will prepare the 2004 edition of the *World Survey on the Role of Women in Development*. UNCTAD's Division on Investment, Technology, and Enterprise Development will continue its work in support of women entrepreneurs in member States to enhance the productive capacity in developing countries and countries with economies in transition. In 2002, ECA will prepare a study proposing modalities for engendering national accounts so as to take into account women's contributions in all sectors of the economy, including industry, various facets of agricultural production, family/domestic production and other forms of work characteristic of cottage industry. In 2003, a report will examine prevailing agricultural policies indicating how these can be made more gender-sensitive and identify obstacles and suggest concrete measures to change the status quo. Also in 2003, a report on engendering industrial policies will examine existing industrial policies in a selected number of African countries with a view to mapping out strategies of how those policies could be made gender-sensitive. In 2004, a report will examine the differential effects of unemployment on women and their preponderance in the lower end of the informal sector and small-scale enterprises and industries. The report will also undertake detailed analysis of women's employment in agricultural production. ECE will strengthen its role as facilitator of regional dialogue on mainstreaming gender into the economy. It will organize a region-wide event on women and the economy to evaluate progress in implementing the relevant agreed conclusions of the 2000 ECE regional meeting on the five-year review of the Fourth World Conference on Women. ECE will act as facilitator of an inter-agency focal group on gender and economy, whose activity will focus on gender mainstreaming in transition countries. ECE and UNIFEM will cooperate during the period from 2002 to 2005 in the following areas: (a) new initiatives aimed at introducing a gender perspective into macroeconomic analysis, policies and practices; (b) gender responsiveness of legal and regulatory frameworks; and (c) support for the diversification of job and employment options for women.

139. ESCAP will implement activities for: (a) group training of women entrepreneurs on export promotion of commodities and promotion of intra-regional trade through trade fairs and seminars; (b) group training activities on agro-based rural industries to ensure industrialization and increased involvement of women in industry and trade; and (c) entrepreneurship training for women in collaboration with regional training bodies. It will implement a regional seminar on assisting women to address the challenges of globalization, identify key issues affecting women in the tourism industry and suggest ways to address them. The ESCAP Asian and Pacific Centre for Technology Transfer will produce a map of industry sectors and technologies with a large numerical presence of and with strong potential for employment of women in the region. UNDP will support Governments and women's groups in up scaling and replicating innovative ways for women to bridge the gender gap in the world of information and communication technologies. To that effect, UNDP will contribute to the implementation of the memorandum of agreement with ITU and UNIFEM as a framework for its support to gender-sensitive national information technology policies. FAO will raise awareness of how gender relations affect the relative work burdens of women and men in order to promote a more equitable division of labour between men and women living in rural areas; promote equal income-generating opportunities and working conditions in the agricultural and rural sector; support initiatives aimed at achieving equal wages for equal work for women and men in rural areas, through studies, analysis and reports on the issue within the agricultural and rural sector; address the high labour inputs of women in rural areas and promote means to reduce their workload by supporting the development of appropriate productive and domestic labour-saving technologies and facilitating their women's access to such technologies.

140. ILO will develop a set of policy options, strategies and operational programmes to strengthen the employability of women, ensuring equal access to training and the acquisition of new skills in order to break occupational segregation by sex and enable women to benefit from new technologies and fight poverty by addressing both the quantitative and qualitative dimensions of their employment. In this regard, ILO will pay special attention to the vulnerability of women at different stages of the life cycle; support wage workers and the self-employed of the informal economy through innovative schemes; and support women in the area of management

development and entrepreneurship. The World Bank will continue to give priority to integrating credit and savings components for women into projects in many sectors and to work with its partners to strengthen micro-financing programmes. The World Bank's partnership with the Consultative Groups to Assist the Poorest remains a priority. The International Trade Centre will focus on the women-specific needs of entrepreneurs and the exporting community in developing, least, developed and transition economies.

Support to development of national level gender-sensitive policies and strategies

141. The technical cooperation project for promoting entrepreneurship (EMPRETEC) run by UNCTAD will continue to provide support and training to entrepreneurs in developing countries, including access to service by under-serviced groups such as women, who now comprise between 10 to 30 per cent of "Empretecos". The Asian and Pacific Centre for Technology Transfer in the ESCAP region will undertake identification missions for technology needs in selected countries of the region in specified industry sectors. ILO will support Governments in creating a gender-balanced legal and regulatory framework for small enterprises and in ensuring equal access to credit, training, business networking and other resources important to the success of women and men as small business owners and operators, using its InFocus Programme on Boosting Employment through Small Enterprise Development and More and Better Jobs for Women.

Support to competence development, methodologies and tools development and special studies to support gender mainstreaming

142. The Asian and Pacific Centre for Technology Transfer will provide hands-on technical training in specified sectors for technological upgrading and technology sharing national workshops in specified sectors, including the sharing of experience and expertise among women trainers. It will assess information technology infrastructures, expertise and business support systems in selected countries of the region for the development of e-commerce and the creation of portals, service centres and incubators for micro-, small- and medium-sized women producers in selected countries of the region. It will implement technical training in the management of information technology for women. INSTRAW, in collaboration with the Business Women's Network, will develop a special database collection on women and entrepreneurial development and microenterprises. The collection will include a directory of women's business associations, relevant research and training-related documents, training materials, current and upcoming events, projects and activities, sources of credit and funding for the development of women's micro-businesses, as well as web sites, LISTSERVs and discussion forums. INSTRAW will also identify and assess research and training needs to promote and enhance women's entrepreneurial development and microenterprise to be conducted through GAINS (online discussion forums and bulletin boards facilitating sharing of documents, their discussion, editing and preparation) in collaboration with the members of the Business Women's Network, now working in more than 100 countries. UNIFEM will focus on three key areas over the next period: capacity-building and tools in countries worldwide to undertake applied gender analysis of national and municipal budgets; supporting analysis and action to link women's economic and social rights to macroeconomic policies; engendering institutions and policies that govern trade arrangements and agreements. The International Training Centre of ILO will complete development of an Internet-based learning resource centre on "Decent work and gender mainstreaming" in order to provide both ILO staff and ILO constituents with tools and information to integrate gender concerns in their activities.

Support to development of sex-disaggregated statistics

143. UNIFEM will work with ECE on improving the availability of data disaggregated by sex to support more gender-sensitive economic policy-making processes. FAO is working with member States on the retabulation of existing agricultural census and survey data to establish baseline sets that can be enhanced in the future, using improved methods of data collection, tabulation and analysis.

Support for collaboration

144. UNIFEM's long-range partnership with the Commonwealth Secretariat on gender-budget initiatives will continue in the next period. The

partnership is designed to exponentially increase the information and skills available to United Nations partners, donors and national Governments on applied gender-budget analysis.

145. UNDP's upstream policy advice will focus on the creation of an enabling business environment for women, on building marketing skills and South-South exchanges of goods and services through information technology links and participation in trade fairs.

G. Women in power and decision-making

1. Mandate

146. Under strategic objective G.1 of the Platform for Action, the United Nations system is requested to implement existing and adopt new employment policies and measures in order to: achieve overall gender equality, particularly at the Professional level and above, by the year 2000; develop mechanisms to nominate women candidates for appointment to senior posts in the United Nations; and continue to collect and disseminate quantitative and qualitative data on women and men in decision-making and analyse their differential impact on decision-making and monitor progress towards achieving the Secretary-General's target of having women hold 50 per cent of managerial and decision-making positions by 2000. In addition, international organizations are requested to provide training to assist women and girls to strengthen their self-esteem and encourage them to take decision-making positions; have transparent criteria for decision-making positions and ensure that the selecting bodies have a gender-balanced composition; and offer training, including training in leadership and decision-making, public speaking and self-assertion.

147. The outcome document of the twenty-third special session of the General Assembly requests the United Nations and international and regional organizations to encourage the implementation o measures designed to achieve the goal of 50/50 gender balance in all posts, including at the Professional level and above, in particular at the higher levels in their secretariats, including in peacekeeping missions, peace negotiations and in all activities, to report thereon, as appropriate, and to enhance management accountability mechanisms (General Assembly resolution S-2313, para. 88).

2. Actions planned by the United Nations system

Advocacy

148. The Department of Public Information aims to raise public awareness about the importance of increasing women's participation in political and decision-making processes. United Nations Radio will present interviews with prominent women in government and in international organizations. The United Nations information centres, the United Nations Information Services and the United Nations Offices will carry out a variety of activities under this topic, such as publicity for United Nations meetings on women's leadership and decision-making; publication of articles and press releases; and organization of round tables and workshops. UNCHS, in its Good Urban Governance Campaign activities at global, regional, national and local levels, will promote: development and use of human rights-based and other tools concerning urban violence against women and women's participation in urban governance; tools that support and monitor increased participation of women in urban governance and increased incorporation of poor women's priorities in urban management strategies and plans; and increased and institutionalized links between local governments and women's community-based organizations on urban governance issues and women's human settlements networks and governance structures at various levels. UNIFEM seeks to strengthen the capacity and skills of women and women's organizations to: enhance their access to political and economic decision-making positions and support their development as transformational leaders who can advance a pro-poor and pro-women agenda; advocate for and promote women's equal participation in economic and political governance at local, national and global levels; and support the implementation of national action plans and strategies for gender equality and women's empowerment. UNIFEM will work to ensure that the mandate in the outcome document, advocating the removal of the discriminatory provisions in legislation and the elimination of legislative gaps that leave women and girls without effective legal protection by 2005, influences the work of United Nations country teams and will support monitoring mechanisms to track progress in achieving this goal in every country in which UNIFEM works.

Development of mandates, policies, strategies and planning mechanisms

149. The Office of the Special Adviser on Gender Issues and Advancement of Women, in cooperation with the Office of Human Resources Management, will further refine strategies for improving women's representation in the Secretariat. These strategies will build upon the departmental action plans for improving gender balance introduced by the Secretary-General in July 2000. Under these plans, heads of departments have been asked to set targets for the selection of women candidates based upon a review of their current and projected vacancies through the plan period. They have also been required to implement strategies to ensure that there are sufficient numbers of qualified women candidates for specific vacancies. Progress in implementing the plans is reported to the Secretary-General. The plans provide an accurate measure of progress in improving women's representation as results are measured against opportunities presented for selecting women candidates in individual offices and departments. They also serve as a tool in identifying challenges confronting the Organization in its efforts to improve gender balance, for example, the existence of smaller pools of women candidates in certain occupations, particularly in expanding areas of the Organization's work such as peacekeeping, as well as a mechanism for measuring programme managers' performance in meeting gender balance goals. Efforts will be directed during the plan period to the refinement of strategies for increasing the pool of women candidates.

150. The Division for the Advancement of Women will organize an expert group meeting contributing to the theme on "Decision-making structures and leadership", in collaboration with various United Nations and academic entities. UNICEF will continue to support Member States by promoting women's empowerment through education, information, income-generating activities and ensuring their equal rights to full participation in the economic, social and political development of their communities. ILO will promote dialogue on gender equality through information and training on successful experience that will encourage social partners to extend their representation, explore strategic alliances with civil society groups on labour and social issues and build a culture of trust in the processes of social dialogue, and will also find ways of extending services to, and representing workers in, the informal economy. This will involve: putting gender issues on the agenda for social dialogue and on that of tripartite institutions; Governments, employers' organizations and trade unions; mainstreaming gender in the work of labour ministries, government agencies, employers' organizations and trade unions; reaching out to the informal sector, small enterprises and precarious workers to extend their representation; building alliances with relevant women's organizations on programmes for the promotion of gender equality; reaching gender balance in membership, leadership and representation functions of the social partners; and promoting decent wages-fixing machinery and collective bargaining, including reducing the persistent gender wage gap. The International Trade Centre will design, promote and implement training activities and projects relating to women's participation in decision-making. FAO will support and stimulate communication among all stakeholders in order to strengthen the decision-making and management capacities of rural populations, both women and men.

Support to development of national level gender-sensitive policies and strategies

151. Through its country programmes, UNICEF will advocate and promote full and equal participation of women at local levels and support interventions for representation of women in local governance. WFP will continue to work towards achieving a target of 50 per cent women on committees to identify beneficiaries, manage food distribution and identify food-for-work activities for asset creation, including developing women's status and confidence so that they can be active and influential decision-makers. FAO will provide gender-awareness training for policy makers and intermediate level personnel responsible for designing and implementing agricultural policy.

Support to competence development, methodologies and tools development and special studies to support gender mainstreaming

152. The ECE network for the support of women's entrepreneurship, established in November 2000, will become a fully-fledged regional mechanism for facilitating contacts among women entrepreneurs and identifying good practices. Its main discussion topics will include: (a) situation of women entrepreneurs in individual countries; (b) barriers to development of

female-headed enterprises; and (c) policies to address these barriers. ESCAP will strengthen women's participation in urban local governments (phase II) through training, policy development and networking, as well as the establishment of national resource facilities on women in urban local governments. It will increase awareness of the transformative role women can play in local government and the issues and constraints they face while working with and leading local governments. It will assist women's organizations and women in local government to develop sustainable and self-financing national resource facilities. Special actions for the inclusion of women in decision-making bodies by UNICEF will include training for building skills of leadership and management, promotion of support measures such as child care arrangements, credit to women's producer groups, informal banking bodies and networking. The practice of social dialogue in ILO will be promoted and strengthened as a means of sharing information among labour administrations, trade unions and employers' associations, as well as developing consensus on policy approaches and practical measures to ensure equitable social and economic development. This will include the ILO InFocus Programme on Strengthening the Social Partners. Comparative experience of the mechanisms and strategies used to promote gender equality in bipartite and tripartite institutions will be documented. Positive experience of using social dialogue, including collective bargaining, to address gender equality issues as well as practical strategies for mainstreaming gender issues in institutions, government ministries and workers' and employers' organizations will also be identified and disseminated. The ongoing collection of baseline data on the participation of men and women in trade unions, employers' organizations and ministries of labour, including in leadership positions, will provide essential information for evaluating progress.

Support to development of sex-disaggregated statistics

153. In 2002, ECA will prepare a publication on mainstreaming gender in governance and decision-making that will undertake rigorous analysis of private and public structures with a view to establishing the degree of women's representation in public and corporate governance. It will also provide Member States with a set of indicators with which they can assess, monitor and evaluate reduction of gender imbalances in governance over time and across countries. An important feature of the *African Women's Report* series, starting from 2002, will be the development of an African women's development Index including women's participation in social and economic structures. The Development Sector of ITU will survey the level of participation of women in national telecommunication organizations, which should raise awareness among Member States of the importance of creating gender equality policies, provide up-to-date information on planning and preparation of strategies on gender equality within the organizations involved in telecommunication and create a database for the basic indicators related to gender equality. Moreover, from 2001 onwards, the annual report of the Secretary-General of ITU on gender issues will include statistics on the participation of women in ITU meetings and conferences in an effort to increase awareness of this important factor in pursuing a gender balance in the sector. Attempts will continue to be made to insist on gender balance in seminars and training programmes.

Support to collaboration

154. ECLAC will execute a project on capacity-building of national machineries for governance with gender perspective in Latin America and the Caribbean, to: develop and support initiatives in 12 countries of the region to remove political and electoral obstacles that limit women's full participation in decision-making; support and improve initiatives addressing the need to count with gender-sensitive institutions at the local level within the context of decentralization processes; and develop and improve the capacity for advocacy and policy-making of national machineries within the state reform and governance of selected countries. The Division for the Advancement of Women will execute a similar project in the African region. Close collaboration between the two projects will be established. FAO will support member States to strengthen the role of gender focal points in the relevant technical ministries.

H. Institutional mechanisms for the advancement of women

1. Mandate

155. In strategic objective H.3 of the Platform for Action, the United Nations is requested to: ensure that statistics related to individuals are collected, compiled,

analysed and presented by sex, economic activity and age and reflect problems, issues and questions related to women and men in society for utilization in policy and programme planning and implementation; involve centres for women's studies and research organizations in developing and testing appropriate indicators and research methodologies to strengthen gender analysis; develop a more comprehensive knowledge of all forms of work and employment; develop an international classification of activities for time-use statistics that is sensitive to the differences between women and men in remunerated and unremunerated work; improve concepts and methods of data collection on the measurement of poverty among women and men, including their access to resources; improve data collection on access to health services; develop improved gender-disaggregated and age-specific data on the victims and perpetrators of violence against women, and on the situation of women and men with disabilities, including their access to resources; promote the development of methods to find better ways to collect, collate and analyse data that may relate to the human rights of women; and promote the further development of statistical methods to improve data that relate to women in economic, social, cultural and political development.

156. In the outcome document of the twenty-third special session of the General Assembly, international organizations are requested to: assist countries, upon their request, in building national capacity to develop methods for compiling statistics on the contributions of women and men to society and the economy, and the socio-economic situation of women and men; and support regional and national efforts in the development and use of gender-related analysis and statistics by, inter alia, providing national statistical offices, on request, with institutional and financial support in order to enable them to respond to requests for data disaggregated by sex and age for use by national Governments in the formulation of gender-sensitive statistical indicators for monitoring and policy and programme impact assessments, as well as to undertake regular strategic surveys (General Assembly resolution S-23/3, paras. 85 (h) and 92).

2. Actions planned by the United Nations system

Development of mandates, policies, strategies and planning mechanisms

157. In 2003, the topics "Institutional capacity-building for implementation of the Beijing Platform for Action and the outcome document of the twenty-third special session of the General Assembly, including gender mainstreaming" and "Decision-making structures and leadership" have been proposed for the multi-year work programme of the Commission on the Status of Women. Therefore, in 2002, the Division for the Advancement of Women will organize two expert group meetings to provide substantive input on these themes.

Support to development of national level gender-sensitive policies and strategies

158. Through its country programmes, UNICEF will continue its support to the development of national machineries for the advancement of women. This will be accomplished through support to training, meetings and specific measures for monitoring and coordination of programmes for women and girls. UNICEF will give priority to actions for mainstreaming a gender perspective in national policies through support to research, setting up of data systems, development of indicators for planning and monitoring of national programmes and policies. WHO will support Governments and other appropriate partners in institutionalizing the capacity to monitor and periodically update the databases so that they retain their relevance for advocacy, programming and policy development.

Support to competence development, methodologies and tools development and special studies to support gender mainstreaming

159. ESCWA will develop and maintain gender-sensitive databases for providing information and monitoring implementation of global conferences. ILO will focus on the development and implementation of a communication strategy so that information sharing and communication will be carried out in a coherent and effective manner. Efforts will be made to devise new measures for collecting and disseminating good practices emerging in the implementation of a "decent work" agenda through technical cooperation projects

and advisory services and the strengthening of networking with the constituents at different levels, as well as with other partners at the national level. The findings of a major multi-country study of violence against women carried out by WHO will lead to new initiatives at both global and country levels. The generation and dissemination of information about the interface of gender and women's health at global and regional levels will increase steadily in coming years. WHO will focus attention on girls and boys during adolescence, and on women and men past midlife in order to take stock of what is known about gender differences throughout the life cycle. WHO will also carry out a systematic review of women's reports on their health as a measure of women's own perspectives and to gauge implications for health care and the use of medications by women, in general, and psychotropic medications in particular, which will contribute to improving programmes aimed at rational drug use and consumer education. UNDP will, in its mid-term strategic framework work on building institutional capacity for change, develop tools and methods to track and measure changes in the condition of women. This will be done through the regular assessment of political, social and economic barriers to women's advancement and the use of updated gender data and statistics. The establishment of gender-sensitive national accounting mechanisms will be addressed, including work on engendered national budgets. UNDP will continue to support capacity-building of national machineries, line ministries and inter-ministerial bodies, especially in mainstreaming gender as a cross-cutting issue.

Support to development of sex-disaggregated statistics

160. UNDP will produce the 2002 and 2004 revisions of *World Population Prospects*, including data on age and sex for all countries in the world for the years 1950 to 2025. The regional gender statistics web site, a joint ECE/UNDP project launched in October 2000, will be further developed during the years 2002 to 2005, and will subsequently become fully operational. The project aims at strengthening national capacity to produce and disseminate sex-disaggregated data and reinforce gender mainstreaming in policy formulation, implementation and monitoring. The project will help to establish national and regional networks of gender experts and statisticians and improve access to data and their comparability across countries. ECLAC will continue its execution of the project, "Making gender indicators available for policy-making", which seeks to strengthen institutional capacities for the use of gender indicators in the formulation of public policies both in the United Nations system and its national counterparts in the countries. It will provide technical cooperation in the design and use of gender indicators and in drafting government policy for gender mainstreaming and strengthening government agencies and entities responsible for programmes for women. It will systematically organize and periodically disseminate existing gender indicators in Latin America and the Caribbean. In the framework of the project, special efforts will be made to actively promote the demand and use of gender indicators from civil society and Governments. Studies and field surveys will be undertaken by ESCWA to collect sex-disaggregated data and information on gender and citizenship, the role of NGOs, female-headed households, the impact of globalization on poverty and the gender division of labour. Special research projects will be implemented to strengthen the family and attention will be given to gender roles in the family, including youth and adolescents in a globalizing society. FAO will work to increase the availability, accuracy, dissemination and use of qualitative and quantitative data and information on the gender dimension of agriculture; improve the collection, tabulation, dissemination and use of disaggregated data by sex and age, and increase the available information on the links between gender and the technical issues that fall under the mandate of FAO.

161. UNFPA will provide technical support for developing and updating sex-disaggregated population-related data. A central component of the United Nations University's action plan for gender will include gender indicators in the existing reporting structure on research and capacity-building programmes and projects. ILO will develop new analytical frameworks, on inter alia: macroeconomic, employment and social protection policies; the generation of gender-sensitive data and information; and the development and consolidation of gender-sensitive indicators and benchmarks. ITC will design, promote and implement training activities and projects relating to the establishment of gender-sensitive labour information systems and sex-disaggregated statistics and will coordinate action at the local levels to collect, sex-disaggregated statistics in the telecommunication sector in possible collaboration with ILO. WHO will continue to develop, collect, analyse and disseminate

health statistics disaggregated by sex. It will ensure that the revision of the International Classification of Impairments, Disabilities and Handicaps will contribute to the evaluation and monitoring of gender-specific disabilities and, therefore, to the study of service needs specific to women. UNESCO will pay particular attention during the 2002-2007 period to integrating a gender approach into UNESCO's work in statistics and indicators. This will focus on the use of sex-disaggregated data in education and, to the extent possible, also focus on science, communication and culture, expanding on developing gender-sensitive indicators that would help measure what progress has been achieved in the Organization's fields of competence. As part of the Management of Social Transformation (MOST) programme, attention will focus also on developing "women empowerment indicators" to be shared with other United Nations entities.

162. The Statistics Division of the Department of Economic and Social Affairs will continue its work on the development of gender-sensitive indicators and on making the most recent statistics and indicators relevant to gender issues readily available to users. "The World's Women" web site will be updated yearly and a new version of the Women's Indicators and Statistical Database (WISTAT) will be prepared for dissemination online. Work on the WISTAT database and additional outputs included in the 2002-2003 budget will lay the foundation for a new issue of *The World's Women* in 2005. However, extrabudgetary support will be needed to produce the new issue in a format similar to, and as comprehensive as, past issues. The Statistics Division will also continue its work on the development of methods and analyses of data to further implement the recommendations concerning the development of a more comprehensive knowledge of work and employment, including updating and continued development of a time-use web site; the preparation of a compilation of data from time-use surveys and the development of an analytic framework for development of data on women entrepreneurs. UNDP will continue work with programme countries on data collection and on engendering national statistics, especially to inform national development reports, as well as the *Human Development Report*. Special attention will be devoted to data on paid and unpaid work and the informal sector statistics.

Support to national machineries

163. The Division for the Advancement of Women will provide advisory services to Member States upon their request in capacity-building to strengthen national institutional mechanisms to address issues related to the advancement of women and gender equality within a human rights and gender mainstreaming perspective. Within the context of a project on capacity-building of national machineries in collaboration with the Division for Public Economics and Public Administration of the Department of Economic and Social Affairs, it will implement two regional workshops for training of trainers in leadership skills to strengthen African national machineries to influence strategic planning and budgeting for effective gender mainstreaming. In order to strengthen the capacity of national machineries for the advancement of women to integrate the demands and needs of women in the national agenda for good governance and state reform, ECLAC will maintain and reinforce its support of the activities of the Regional Conference on Women in Latin America and the Caribbean and the biannual meetings of its Presiding Officers, and of information channelling and substantive and methodological training of women in governmental offices to strengthen their capacities and abilities to meet the requirements of inter-sectoral coordination. UNICEF will continue to promote the building of NGO networks at national and regional levels to support the working of national and regional bodies responsible for the advancement of women. UNIFEM will build on lessons learned from a variety of innovative attempts to strengthen institutional mechanisms. In addition to governmental institutional mechanisms, partnerships such as the creation and activities of gender units within the MERCOSUR treaty body and the forum of the MercoCities Network in the Southern Cone of Latin America will continue over the next period. ILO will consolidate and disseminate experiences and lessons learned over the years in developing and strengthening appropriate institutional arrangements and support mechanisms within the social organizations and institutions at the national level, in particular those of the tripartite national committees set up to promote gender equality in South America and other regions, and those set up under the inter-regional project on women workers' rights. The International Trade Centre will design, promote and implement training activities and projects relating to establishment of gender focal points systems and national coordinating mechanisms.

164. UNCTAD will facilitate collaboration and sharing of experiences with civil society actors working on gender issues, including NGOs, parliamentarians, trade unions, academia and development-oriented religious groups. A project on the impact of globalization on gender and development will be carried out by this new office with the perspective of building government-civil society partnerships in addressing gender and development issues. Studies and surveys on women and development will continue to be undertaken by ESCWA and to serve as a basis for proposing gender-sensitive policy recommendations to Member States. WHO will support and disseminate research on women's health and related issues such as Profiles on Women's Health.

I. Human rights of women

1. Mandate

165. Strategic objective I.1 of the Platform for Action requests organizations of the United Nations system to: give full, equal and sustained attention to the human rights of women in the exercise of their respective mandates; ensure the implementation of the recommendations of the World Conference on Human Rights for the full integration and mainstreaming of the human rights of women; develop a comprehensive policy programme for mainstreaming the human rights of women throughout the United Nations system; and provide training in the human rights of women for all United Nations personnel and officials, especially those in human rights and humanitarian relief activities, and promote their understanding of the human rights of women so that they recognize and deal with violations of the human rights of women and can fully take into account the gender aspect of their work. Strategic objective I.3 requests the organizations of the system to: translate, whenever possible, into local and indigenous languages and into alternative formats appropriate for persons with disabilities and persons at lower levels of literacy; publicize and disseminate laws and information relating to the equal status and human rights of all women; disseminate information on national legislation and its impact on women, including easily accessible guidelines on how to use a justice system to exercise one's rights; include information about international and regional instruments and standards in their public information and human rights education activities and in adult education and training programmes; encourage, coordinate and cooperate with local and regional women's groups, relevant NGOs, educators and the media, to implement programmes in human rights education; promote education on the human and legal rights of women in school curricula at all levels of education and undertake public campaigns on the equality of women and men in public and private life; promote education in all countries in human rights and international humanitarian law for members of the national security and armed forces, including those assigned to United Nations peacekeeping operations, on a routine and continuing basis.

166. In the outcome document of the twenty-third special session of the General Assembly (General Assembly resolution S-23/3, para. 85 (g)), international organizations were requested to assist States Parties, upon their request, in building capacity to implement the Convention on the Elimination of All Forms of Discrimination against Women.

167. The outcome document of the twenty-third special session of the General Assembly further calls on international organizations, including the United Nations system, to: improve knowledge and awareness of the remedies available for violations of women's human rights (ibid., para. 98 (a)); promote comprehensive human rights education programmes, inter alia, in cooperation, where appropriate, with education and human rights institutions, the relevant actors of civil society, in particular NGOs and the media networks, to ensure widespread dissemination of information on human rights instruments, in particular those concerning the human rights of women and girls (ibid., para. 99 (a)); encourage States parties to continue to include a gender perspective in their reports to the treaty bodies; also encourage these bodies to continue to take into account a gender perspective in the implementation of their mandates and further encourage human rights mechanisms to continue to take into account a gender perspective in their work (ibid., para. 98 (f)); increase awareness and knowledge of the Rome Statute of the International Criminal Court, which affirms that rape, sexual slavery, enforced prostitution, forced pregnancy, enforced sterilization and other forms of sexual violence constitute war crimes and, in defined circumstances, crimes against humanity, with the aim of preventing such crimes from occurring, and take measures to support the prosecution of all persons responsible for such crimes

and provide avenues for redress to victims; and also increase awareness of the extent to which such crimes are used as a weapon of war (ibid., para. 96 (b)).

2. Actions planned by the United Nations system

Advocacy

168. The Department of Public Information will aim to raise public awareness about the human rights of women and the violations that continue to persist. Such activities will focus on the Universal Declaration of Human Rights, on increasing legal literacy and on the work of the Committee on the Elimination of Discrimination against Women and the Commission on the Status of Women. Another focus of activities will be on the annual observance of Human Rights Day (10 December), the Third Decade to Combat Racism and Racial Discrimination (1993-2003), the United Nations Decade for Human Rights Education (1995-2004), and the International Day for the Elimination of Racial Discrimination (21 March) and follow-up to the World Conference against Racism and Racial Discrimination, Xenophobia and Related Intolerance and the international year on the subject in 2001. United Nations Radio will continue to cover the issues discussed in the sessions of the United Nations Commission on the Status of Women and in the Committee on the Elimination of Discrimination against Women. Programmes may also focus on particular violations of the human rights of women in situations of armed conflict, or political unrest, as well as on the rights of the girl child. The United Nations information centres, the United Nations Information Services and the United Nations Offices will continue to carry out activities under this critical area of concern, such as the organization of workshops for teachers on human right and translation into local languages and dissemination of international human rights instruments. Legal transformation and accountability for the respect of women's economic, social and political rights will become a major focus of UNDP's advocacy and upstream policy advisory role, in partnership with various constituencies, including justice departments, lawyers groups, grass-roots advocates, media and development partners and knowledge-based networks. In this regard, UNDP will assist countries in the implementation of international conventions and treaties including the Committee on the Elimination of Discrimination against Women.

Development of mandates, policies, strategies and planning mechanisms

169. The Office of the United Nations High Commissioner for Human Rights has included in its annual appeal for 2001 a project on gender issues, women's rights and reproductive rights. This project, which has a two-year time frame (2001-2002), will enable the Office to play a system-wide and rights-based role on gender and human rights issues and to facilitate the effective integration of a gender perspective into the work of the United Nations human rights bodies and procedures, technical cooperation projects and other programmes and initiatives of the High Commissioner. The UNCHS secure tenure campaign will conduct activities at global, regional, national and local levels to promote an enhanced role for women and corresponding changes in values and approaches with regard to: tenure and shelter policies at local and national levels; improved rights for women to hold property titles and to equal inheritance; policies and laws recognizing women's rights to property and inheritance; and expanded finance and credit schemes for low-income shelter development, including greater access to such credit by women. It will continue gender mainstreaming and capacity-building in human settlements programmes and projects, including awareness of the Convention on the Elimination of All Forms of Discrimination against Women, housing rights instruments and Habitat's gender policy, as well as the development and use of human rights-based tools for promotion of equal tenure rights for women.

170. ILO will undertake a comprehensive review of standard setting, supervision, promotion, technical cooperation and related issues based on tripartite support for the ideas set out in its paper "Decent work for men and women". It will support the Declaration of Fundamental Principles and Rights at Work (1998) and its follow-up, integrating the gender perspective into the follow-up process of reporting and technical cooperation activities. It will promote other international labour standards, such as those concerning maternity protection, workers with family responsibilities, safety and health, part-time workers and homeworkers and the organization of rural workers, both inside and outside the labour market, and will press for equal access to and control over productive resources. It will contribute to narrowing the gap between the de jure and de facto situation of

women in order to realize the substantive equality of rights as well as formal economy.

Support to gender mainstreaming in relation to legal frameworks and related issues

171. Through its country programmes, UNICEF will support the development of legal frameworks and policies to ensure that adequate financial, human and organizational resources are available to meet the rights of children and women, including those in female- and child-headed households in HIV/AIDS affected populations. UNICEF will support and promote revision, enactment and enforcement of legislation that prohibit discriminatory practices, including early marriage and female genital mutilation. Through its country programmes, UNICEF will support the review of key institutions, policies and procedures and implementation of reforms to bring these into line with the principles of Convention on the Rights of the Child and the Convention on the Elimination of All Forms of Discrimination against Women, in particular non-discrimination.

Support to competence development, methodologies and tools development and special studies to support gender mainstreaming

172. UNV will build linkages between its contribution to the joint UNDP/Office of the United Nations High Commissioner for Human Rights Programme on Human Rights Strengthening (HURIST) and phase II of the joint UNDP/UNIFEM/UNV project on gender mainstreaming.

173. INSTRAW will conduct a pilot research and information project in south-eastern Europe in order to: collect data and information on the regional migration trends; and study the complicated migration scenarios in the region from the point of view of violation and protection of women's human rights. The migratory flows to be studied will include both the economic movements and those of women and children trafficked for forced sexual or labour exploitation. The project will develop comprehensive regional strategy on migration and trafficking of women and children, addressing the human rights needs of each group/category of women migrants, particularly the protection of the human rights of victims. INSTRAW will prepare state-of-the-art materials on the social and economic impact of the post-conflict, political and economic transition on the human rights of women, including the effects of trafficking for sexual exploitation and forced labour, in order to draw the attention of policy-makers, development agencies and NGOs working in the region on the general lack of attention to gender issues in the post-conflict environment and suggest ways for improved protection of women's human rights in post-conflict situations. UNIFEM will support strategic interventions to: enhance ratification and implementation of the Convention on the Elimination of All Forms of Discrimination against Women, including its optional protocol; strengthen the capacity of women, policy-makers and the judiciary to use the Convention as a strategic tool for the promotion of women's human rights and equality; and strengthen interest, commitment and capacity at the national level to monitor and report on the Convention and develop linkages with the Committee on the Elimination of Discrimination against Women.

Advocacy on the Convention on the Elimination of All Forms of Discrimination against Women and support to its dissemination, implementation and preparing national reports

174. The Division for the Advancement of Women will continue its efforts to ensure universal ratification of the Convention and its optional protocol and provide support to the work of the Committee on the Elimination of Discrimination against Women in reviewing the reports of States Parties, as well as in the complaints and inquiry procedure of the optional protocol. It will also provide advisory services to Member States upon their request in capacity-building to implement, monitor and report on the Convention. UNICEF will continue its advocacy efforts for ratification of the Convention and its optional protocol. UNICEF will support governments and NGOs in the documentation of the national implementation of Convention on the Rights of the Child and the Committee on the Elimination of Discrimination against Women. At the international level, UNICEF will continue to support the work of the Committee on the Elimination of Discrimination against Women and the Committee on the Rights of the Child through documentation and presentation of status of implementation. It will support the review of and amendments to legislation and regulations to bring them into line with both Conventions. UNFPA will strengthen the support mechanism for country reporting

to the Committee on the Elimination of Discrimination against Women in which UNFPA country offices provide technical assistance for Governments, so as to identify and address gaps in policies and programmes. UNIFEM will support the promotion and protection of women's human rights, such as: increased capacity at the national level to translate the language of equality in the Convention into concrete policies and programmes for women; establishment of national task forces to monitor and share knowledge on implementation of the Convention and the work of the Committee, in particular its concluding comments; increased partnerships, representation and dialogue at the national level in the reporting process on the Convention, linking back to strengthened implementation of the Convention; creation of innovative and participatory mechanisms for collecting data and information on the implementation of the Convention at the national level. In this regard, in South Asia, UNIFEM will develop a set of regional indicators to measure progress; in the Middle East and North Africa, efforts will continue to stimulate dialogue and understanding on the inter-connectedness of the Convention and Sharia law. UNIFEM will monitor and support the work of the United Nations country teams and consistently seek to strengthen efforts, on the ground, to incorporate the Convention into the United Nations Development Assistance Framework and other United Nations mechanisms, as well as linking it to other thematic areas, such as work that it is undertaking on governance in Nigeria, on HIV/AIDS in Zimbabwe and in its global gender-budgeting initiative. It will continue to sponsor global and regional training to increase the pools of experts who understand the use and application of CEDAW. The International Trade Centre will design, promote and implement training activities and projects relating to dissemination, implementation and reporting on international instruments for the promotion of women's rights, particularly CEDAW and international labour standards particularly relevant to gender equality. In consultation with the Committee on the Convention on Elimination of All Forms of Discrimination against Women, WHO's Department of Women's Health has launched a programme to strengthen country reporting to the Committee specifically related to health and to ensure constructive follow-up to the Committee's recommendation. Guidelines are presently being developed to support preparation of the health component in country reports. These will be tested in at least one country in each global region and then made available more widely. Capacity-building will be carried out both within WHO and among Member States to encourage use of the CEDAW reporting process to evaluate and improve women's health. Technical assistance will also be available to those countries requesting it for implementation of the CEDAW committee's recommendations.

J. Women and the media

1. Mandate

175. Strategic objective J.2 of the Platform for Action requests international organizations to: promote research and implementation of a strategy of information, education and communication aimed at promoting a balanced portrayal of women and girls and their multiple roles; encourage gender-sensitive training for media professionals, including media owners and managers; encourage the creation and use of non-stereotyped, balanced and diverse images of women in the media; encourage the media to refrain from presenting women as inferior beings and exploiting them as sexual objects and commodities; and promote the concept that the sexist stereotypes displayed in the media are gender discriminatory, degrading in nature and offensive.

176. The outcome document of the twenty-third special session of the General Assembly requests international organizations capitalize on the new information technologies, including the Internet, to improve the global sharing of information, research, lessons learned from women's experiences, and to study other roles that these technologies can play in the achievement of that goal (General Assembly resolution S-23/3, para. 100 (c)).

2. Actions planned by the United Nations system

Advocacy

177. The Department of Public Information will promote a positive, well-balanced and non-stereotypical portrayal of women in the media and the role of the United Nations in promoting women's advancement. It will continue to organize annual workshops for broadcasters and journalists from developing countries, which will, inter alia, focus on the advancement of women. One focus of activities

will be on World Press Freedom Day (3 May) and World Television Day (21 November). United Nations Radio will produce programmes highlighting the work of women in media on such occasions as World Press Freedom Day. Programmes may also feature winners of the Courage in Journalism Awards given out annually by the International Women's Media Foundation. The United Nations information centres, United Nations Information Services and United Nations offices will carry out activities under this topic, such as participation in panel discussions and seminars on: the role of women in the mass media; organization of round tables and workshops; downloading of information materials on International Women's Day on local United Nations information centre web sites; and preparation and dissemination of press releases and background information to assist national radio and television stations in the preparation of programmes devoted to the commemoration of International Women's Day.

178. UNV intends to establish linkages between the new phase of its gender mainstreaming project and its UNITEs programme, which facilitates and coordinates activities to help bridge the digital divide.

Development of mandates, policies, strategies and planning mechanisms

179. ESCAP will conduct regional workshops on bridging the gender digital divide, including information technology for networking, promotion of e-commerce and alleviation of the feminization of poverty. ESCWA will organize media campaigns targeting society and the public at large, as well as decision makers and will make use of web sites for collaboration and for sharing and disseminating information. UNIFEM will promote coverage of gender-equality initiatives and inspiring examples of women's empowerment strategies as well as supporting efforts to monitor and reverse the negative gender stereotypes portrayed in the media. ITU will coordinate a gender perspective for the World Summit for the Information Society, which will be held in 2003. The memorandum of understanding between ITU, UNIFEM and UNDP will be instrumental in developing a policy basis for this effort. UNESCO will have, as one of its cross-cutting themes for the period, the contribution of the new information and communication technologies to the development of education, science, culture and the construction of a knowledge society, and will include a gender perspective. ITU will specifically study the role of women in relation to the nature of information available through global telecommunication systems, taking into account the acceleration of the convergence between telecommunication and information services. It is important that this effort be shared with NGOs, the private sector and civil society as a whole. It is expected that the outcome of the World Summit will set the agenda for the further development of the information society in the twenty-first century. In the Asia and Pacific region, ITU is studying a proposal to develop an inter-agency project under the heading "Equipping women to bridge the digital divide". The project, which may be replicated elsewhere, will aim at establishing gender-sensitive information and communications technology legislation and policy, increasing the numbers of women's organizations acting as information providers and resources for the advancement of women, promoting the appropriate use of information and communication technology in the national, regional, and global women's movement and narrowing the gap between rural- and urban-based women in terms of information and communication technologies.

Support to competence development, methodologies and tools development and special studies to support gender mainstreaming

180. INSTRAW will work on building capacity in its network of focal points in Africa on the use of information and communication technologies for information, knowledge sharing and networking. INSTRAW will undertake initial mapping of the gender aspects of access and use of these technologies by women and men in order to develop, in collaboration with different stakeholders, including the development cooperation community, a strategic action plan to bridge the gender gaps in their diffusion and use. Consequently it will conduct capacity-building of members of diverse GAINS networks, in two important aspects: technical and networking/information and strategy building. Capacity-building programmes for information and communication technologies will initially target the African region, but will be later expanded into other regions.

181. UNIFEM will focus on training journalists in gender-sensitive reporting, building networks of

gender-aware journalists, using radio to sensitize communities on gender-equality issues and enabling women leaders and women's organizations to use the media as a tool for promoting gender-responsive policies and programmes. With support from the United Nations Foundation, UNIFEM will embark on a capacity-building strategy to increase the effectiveness of groups working on the issue of violence against women to document the processes and impacts that contribute to a reduction in gender-based violence and to develop strategic partnerships with media professionals to increase information available to the general public. The monitoring and assessment of the results of this initiative will underpin continued and strengthened work in support of gender-sensitive media over the long term. It will continue to develop strategic partnerships with development-oriented media to ensure a continually stronger focus on gender equality issues. It will strengthen its support to and participation in web sites and Internet networks such as WomenWatch, "end-violence" web sites and electronic discussions, including Women's Human Rights Net and the Association for Progressive Communications and will continue its development of new tools for undertaking gender equality audits of information and communication technology policies. Partnerships with socially responsible private sector entities to ensure that women benefit equally from new employment opportunities in the information sector and grass-roots initiatives such as gender-sensitive telecentres will also receive support from UNIFEM.

K. Women and the environment

1. Mandate

182. Strategic objectives K.1, K.2 and K.3 of the Platform for Action request international organizations to: establish strategies and mechanisms to increase the proportion of women involved as decision makers, planners, managers, scientists and technical advisers and as beneficiaries in the design, development and implementation of policies and programmes for natural resource management and environmental protection and conservation; encourage social, economic, political and scientific institutions to address environmental degradation and the resulting impact on women; provide technical assistance to women, particularly in developing countries in the areas of agriculture, fisheries, small enterprises, trade and industry to ensure the continuing promotion of human resource development and the development of environmentally sound technologies and of women's entrepreneurship; ensure the full compliance with relevant international obligations; and promote coordination within and among institutions to implement the Platform for Action and chapter 24 of Agenda 21 adopted at the United Nations Conference on Environment and Development.

183. The outcome document of the twenty-third special session of the General Assembly stressed the need for programmes and infrastructures that are gender-sensitive in responding to disaster and emergency situations that threaten the environment, livelihood security and the management of the basic requirements of life. It called upon international organizations to support women's role in sustainable and ecologically sound approaches to natural resource management (General Assembly resolution S-23/3, para. 56).

2. Actions planned by the United Nations system

Advocacy

184. The Department of Public Information will focus on the annual observance of World Environment Day (5 June), the International Year of Ecotourism (2002) and the 10-year review of progress achieved in the implementation of Agenda 21 of the United Nations Conference on Environment and Development, which is to take place in 2002. United Nations Radio programmes will feature stories highlighting women's role in agriculture and food security, women's contributions to preserving biodiversity, such as seed varieties, and in developing sustainable water, sanitation and irrigation schemes. The United Nations information centres, the United Nations Information Services and the United Nations offices will continue to carry out activities under this critical area of concern, for example, organization of debates and exhibits on women and environmental issues; production of radio programmes; and hosting lectures aimed at raising awareness about women, health and the environment.

Development of mandates, policies, strategies and planning mechanisms

185. The Office of the Coordination of Humanitarian Affairs, UNEP, the United Nations Division for Sustainable Development and the Department of Economic and Social Affairs will collaborate with the Division for the Advancement of Women in a meeting contributing to the theme on "Environmental management and natural disasters". ESCAP will make an assessment of gender mainstreaming in the implementation of the outcome of the Ministerial Conference on Environment and Development 2000. UNESCO's programmes on Management of Social Transformation (MOST) will receive priority, particularly its project on cities, environment and gender relations, as well as the Organization's work regarding the use and management of water.

186. The United Nations University is conducting a number of projects related to women and natural resources management and conservation in Africa. A directory of African women professionals in this field currently being compiled will, through the provision of readily accessible data, facilitate networking as well as their involvement in development projects. The documentation of success stories of African women entrepreneurs in natural resources management will serve to identify effective policy interventions. In another project, the University is analysing the impact of women-specific projects in natural resources management and utilization in order to identify best practices for future project development.

Support to development of national level gender-sensitive policies and strategies

187. UNEP will undertake action to improve cooperation between Governments at regional and subregional levels to address global and regional environmental issues in a gender-sensitive manner. This will result in a greater number of countries that have formulated and adopted gender-sensitive policies and strategies to address environmental issues and response to emergencies.

Support to competence development, methodologies and tools development and special studies to support gender mainstreaming

188. UNEP will strengthen the capacity of environmental reporting, especially in developing countries, by supporting the development of training programmes for environmental journalists, with due consideration to gender balance. UNEP will take action to improve the integration of environmental considerations and its gender dimensions in governmental and intergovernmental decision-making and policy development. In particular, UNEP will: develop a handbook of guidelines and methodologies for the analysis, review and development of policies in the context of environmental protection and sustainable development; undertake studies to analyse linkages between environment and key social issues, specifically those affecting rural women, and provide environmental policy options for consideration in addressing these issues; develop policy guidelines and concepts and compile best policy practices and lessons learned in relation to land use and climate change; undertake capacity-building programmes and advisory services to Governments, with partners, with particular emphasis on how this would benefit women's groups to support the development of land use policies and strategies, including regional environmental agreements; and provide advice and assistance at the national and subregional level to assess vulnerability to climate change and develop policy positions and adaptation strategies. UNFPA will support development of national planning tools and coordination mechanisms that link population, environment and gender.

L. The girl child

1. Mandate

189. Within the strategic objectives L.1, L.2., L.3, L.4, L.5, L.7 and L.8 of the Platform for Action, international organizations were requested to: disaggregate information and data on children by sex and age; undertake research on the situation of girls and integrate, as appropriate, the results in the formulation of policies, programmes and decision-making for the advancement of the girl child; promote an educational setting that eliminates all barriers that impede the schooling of married and/or pregnant girls

and young mothers; encourage educational institutions and the media to adopt and project balanced and non-stereotyped images of girls and boys; work to eliminate child pornography and degrading and violent portrayals of the girl child; eliminate all forms of discrimination against the girl child and the root causes of son preference; develop policies and programmes, giving priority to formal and informal education programmes that support girls and enable them to acquire knowledge, develop self-esteem and take responsibility for their own lives; ensure access to appropriate education and skills-training for girl children with disabilities for their full participation in life; promote the full and equal participation of girls in extracurricular activities, such as sports, drama and cultural activities; provide public information on the removal of discriminatory practices against girls in food allocation, nutrition and access to health services; sensitize the girl child, parents, teachers and society concerning good general health and nutrition and raise awareness of the health dangers and other problems connected with early pregnancies; strengthen and reorient health education and health services, particularly primary health-care programmes, including sexual and reproductive health; design quality health programmes that meet the physical and mental needs of girls and that attend to the needs of young, expectant and nursing mothers; establish peer education and outreach programmes with a view to strengthening individual and collective action to reduce the vulnerability of girls to HIV/AIDS and other sexually transmitted diseases; include health and nutritional training as an integral part of literacy programmes and school curricula, starting at the primary level, for the benefit of the girl child; and take appropriate legislative, administrative, social and educational measures to protect the girl child, in the household and in society, from all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse.

190. International organizations, including the United Nations system, are called upon in the outcome document of the twenty-third special session of the General Assembly to support national efforts to promote formal and non-formal education and mentoring programmes for women and girls to enable them to acquire knowledge, develop self-esteem and skills in leadership, advocacy and conflict resolution (General Assembly resolution S-23/3, para. 95 (c)); strengthen and promote programmes to support the participation of young women in youth organizations (ibid., para. 95 (c)); increase cooperation, policy responses, effective implementation of national legislation and other protective and preventive measures aimed at the elimination of violence against women and girls, especially all forms of commercial sexual exploitation, as well as economic exploitation, including trafficking in women and children, female infanticide and harmful traditional or customary practices, such as female genital mutilation, early and forced marriages (ibid., para. 96 (a)); provide support to non-governmental organizations in addressing all forms of violence against women and girls, including for programmes to combat race and ethnic-based violence against women and girls (ibid., para. 96 (c)); and develop and support policies and programmes for the protection of children, especially girls, in hostilities, in order to prohibit their forced recruitment and use by all actors and to promote and/or strengthen mechanisms for their rehabilitation and reintegration, taking into account the specific experiences and needs of girls (ibid., para. 99 (f)).

2. Actions planned by the United Nations system

Advocacy

191. The Department of Public Information will continue to disseminate the Convention on the Rights of the Child, as well as its booklet entitled: "Impact of armed conflict on children: report of Graça Machel, expert of the Secretary-General: selected highlights", and the full text of the report itself (A/51/306 and Add.1). These and other related activities will aim to increase awareness of the problems and obstacles faced by girls and the actions needed to eliminate discrimination against them. One focus for activities will be on the International Decade for a Culture of Peace and Non-violence for the Children of the World (2001-2010). United Nations Radio programmes will focus on the development and human rights of the girl child, including ensuring their health, education and freedom from exploitation, violence and discrimination. Activities by the United Nations information centres, the United Nations Information Services and United Nations offices will continue to focus on this critical area of concern and will include, inter alia, the organization of press conferences to launch the special reports and publications, such as the annual UNICEF report "*State of World's Children*", and

participation in conferences and seminars on such topics as girls' education and female genital mutilation. UNICEF will continue to work with media and public information agencies to heighten awareness on the rights of girls. UNFPA will develop a guidebook for facilitating advocacy for girls education in collaboration with other agencies.

Development of mandates, policies, strategies and planning mechanisms

192. In the next four years, UNICEF will focus on early childhood development programmes to address: the negative consequences of discrimination against girls, stereotyping of male and female roles and models of behaviour and the belief that male domination and violence against women and girls are natural. In its support to activities for girls in its country programmes, UNICEF will ensure that girls who have to work have access to education and vocational training, health services, food, shelter and recreation and favourable conditions and that they will be protected from economic exploitation, sexual harassment and abuse in the workplace. In the next four years, UNICEF will give support to the development and implementation of projects aimed at preventing early marriage of girls and providing support to married adolescent girls. ILO will formulate policies and programmes for the elimination of the worst forms of child labour, taking into account the special situation of the girl child through its InFocus Programme on Child Labour. The United Nations University is conducting a research project on children in armed conflict in Africa, with special emphasis on the situation of the girl combatant and the reintegration of the demobilized girl combatant into civil society.

Support to development of national level gender-sensitive policies and strategies

193. Through its country programmes, UNICEF will support the development of gender-sensitive strategies and interventions for girls throughout the life cycle, in early childhood, basic education and adolescent development, in accordance with the Convention on the Rights of the Child and the Convention on the Elimination of All Forms of Discrimination against Women. It will support programmes that encourage fathers to become involved in child-rearing and provide them with parenting skills to change gender stereotypes in the family and promote equitable gender socialization. In middle childhood, UNICEF support will focus on the creation of spaces for self-expression and meaningful interpersonal communication with peers in schools in order to help girls to acquire leadership skills, gain confidence, learn to negotiate and make informed choices and to be equal partners in transforming unequal structures and systems. Through its country programmes, UNICEF will support the integration of specific activities to improve communication between girls and boys into programmes for young people. It will promote girls' leadership skills and build their capacities so as to promote confidence, assertiveness and economic independence. UNESCO will give priority to education in science and technology for girls, as well as to technical and vocational education and education for a culture of peace as a way to eradicate violence.

Notes

[1] *Report of the Fourth World Conference on Women, Beijing, 4-15 September 1995* (United Nations publication, Sales No. E.96.IV.13), chap. I, resolution 1, annex II.

[2] The outcome document of the twenty-third special session, entitled "Women 2000: gender equality, development and peace for the twenty-first century", is contained in chapter II of A/S-23/10/Rev.1 and comprises the "Political Declaration" and "Further Actions and initiatives to implement the Beijing Declaration and Platform for Action".

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Improvement of the status of women in the Secretariat

Report of the Secretary-General

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I. Introduction

1. In its resolution 55/69 of 4 December 2000 on the improvement of the status of women in the United Nations system, the General Assembly requested the Secretary-General to report on the implementation of the resolution, inter alia, by providing up-to-date statistics on the number and percentage of women in all organizational units and at all levels throughout the United Nations system, to the Commission on the Status of Women at its forty-fifth session. In the same resolution, the General Assembly reaffirmed the urgent goal of achieving 50/50 gender distribution in all categories of posts within the United Nations system, especially at the D-1 level and above, with full respect for the principle of equitable geographical distribution, in conformity with Article 101, paragraph 3, of the Charter of the United Nations, and also taking into account the continuing lack of representation or under-representation of women from certain countries, in particular developing countries and countries with economies in transition. The General Assembly expressed its regret that the goal of gender balance would not be met by the end of the year 2000 and urged the Secretary-General to redouble his efforts to realize significant progress towards that goal in the near future.

2. The Assembly welcomed the actions agreed upon by the General Assembly at its twenty-third special session, entitled "Women 2000: gender equality, development and peace for the twenty-first century", to ensure the full and equal participation of women at all levels of decision-making in the United Nations system,[1] as well as the pledge of the Executive Heads of the organizations of the United Nations system to intensify their efforts to meet the gender equality goals set out in the Beijing Declaration and the Platform for Action[2] (see annex). The Assembly encouraged the Secretary-General and the Executive Heads of the organizations of the United Nations system to continue to develop common approaches on retaining women, inter-agency mobility and the improvement of career development opportunities.

3. The Assembly requested the Secretary-General to continue to monitor closely the progress made by departments and offices in meeting the goal of gender balance and to ensure that the appointment and promotion of suitably qualified women would not be less than 50 per cent until the goal of 50/50 gender distribution is met, including full implementation of the special measures for women[3] and the further development of mechanisms effectively to encourage, monitor and assess the performance of programme managers in meeting targets for improving women's representation. In this regard, the Assembly welcomed the decision of the Secretary-General to include, in the performance appraisal of managers, information on the opportunities presented for the selection of women candidates and on progress made in improving women's representation, including efforts made to identify women candidates.

4. In the same resolution, the General Assembly requested the Secretary-General to develop innovative recruitment strategies to identify and attract suitably qualified women candidates, particularly in developing countries and countries with economies in transition, in Member States that are unrepresented or under-represented in the Secretariat and in occupations in which women are under-represented. The Assembly strongly encouraged Member States to support the efforts of the United Nations and the specialized agencies to achieve the goal of 50/50 gender distribution, especially at the D-1 level and above, by identifying and

regularly submitting more women candidates for appointment, including candidates in areas in which women are under-represented, such as peacekeeping, peace-building and other non-traditional areas, and by proposing national recruitment sources that would assist the organizations of the United Nations system in identifying suitable women candidates.

5. The General Assembly requested the Secretary-General to intensify his efforts to create, within existing resources, a gender-sensitive work environment supportive of the needs of his staff, both women and men, including the development of policies for flexible working time, flexible workplace arrangements and child-care and elder-care needs and through the provision of more comprehensive information to prospective candidates and new recruits on spouse employment opportunities and the expansion of gender-sensitivity training in all departments, offices and duty stations. The Assembly also requested the Secretary-General to strengthen further the policy against harassment, including sexual harassment.

6. Due to the short time period between the fifty-fifth session of the General Assembly and the opening of the forty-fifth session of the Commission on the Status of Women, the present report updates information contained in the reports of the Secretary-General on the improvement of the status of women in the Secretariat (A/55/399) and the composition of the Secretariat (A/55/427). The report includes the latest statistics on the representation of women and men in the Secretariat (as at 30 November 2000) as well as information on the work programme for the year 2001.

II. Statistical update

Gender distribution of staff at the Professional and higher levels in the United Nations Secretariat[4]

7. The gender distribution of all staff in the Professional and higher categories with appointments of one year or more is provided in table 1. The table includes staff on appointments subject to geographical distribution, staff with special language requirements and staff on appointments limited to service with a particular office, mission, fund or programme. The latter two groups of staff are not subject to the system of desirable ranges used as a guideline for estimating the comparative representation of the nationals of each Member State. The gender distribution of Professional and higher-level staff in the smaller population of staff on geographical appointments is provided in table 2.

Staff on appointments subject to geographical distribution

8. Since 1 January 2000, the increase in the percentage of women on appointments subject to geographical distribution has been small, rising from 38.8 per cent to 39.6 per cent (see tables 2 and 3). There were 958 women out of a total of 2,421 staff on appointments subject to geographical distribution as of 30 November 2000, compared to 952 women out of a total of 2,453 staff on such appointments as at 31 December 1999. Although the overall increase in women's representation has been slight, tangible progress continues to be made in improving the representation of women at the D-1 level. The number of women at that level

increased from 71 in December 1999 to 77 in November 2000, or from 34.3 per cent to 38.3 per cent. During this period, the percentage of women at the senior and policy-making levels (D-1 and above) on geographical appointments reached a critical mass, rising from 29.7 per cent to 32.5 per cent.

Staff on appointments of one year or more

9. In the larger population of staff with appointments of one year or more, the percentage of women declined from 36.8 per cent in December 1999 to 35.7 per cent as of 30 November 2000 (see table 4). This decline is attributable to the significant increase, since 1 January 2000, in the number of staff with appointments of one year or more assigned to peacekeeping and other special missions and to the staffing of the United Nations Monitoring, Verification and Inspection Commission (UNMOVIC), established by the Security Council in resolution 1284 (1999) of 17 December 1999 (see tables 5 and 6). During the period 1 January 2000-30 November 2000, the number of staff with appointments of one year or more assigned to peacekeeping and other special missions increased from 383 to 868.[5] Of the total of 485 additional personnel in this category, 368 (75.9 per cent) were men compared to 117 (24.1 per cent) women. The number of staff serving with UNMOVIC, in turn, increased from 6 in December 1999 to 41 as at 30 November 2000. Of the total of 35 additional staff, 28 (80.0 per cent) were men compared to 7 women (20.0 per cent). The majority of these staff were seconded from Member States. As the posts are in technical and highly specialized fields related to the monitoring of weapons of mass destruction, very few women candidates were proposed. UNMOVIC, however, has made particular efforts to identify and select women candidates, especially at the senior levels. Women currently comprise 27.7 per cent of the staff at the P-5 and D-1 levels.

10. The 1.1 percentage point decline over the past year in the representation of women with appointments of one year or more is of serious concern, particularly as it coincides with an increase in the number of staff assigned to peacekeeping and other special missions. Although the important role of women in the prevention and resolution of conflicts and in peace-building has been recognized by the international community, most recently in Security Council resolution 1325 (2000), more determined efforts are required to ensure the equal participation and full involvement of women in conflict resolution and peace processes, including an expansion of their role in United Nations peacekeeping operations. In particular, concrete steps must be taken to implement the Namibia Plan of Action on Mainstreaming a Gender Perspective in Multidimensional Peace Support Operations (S/2000/693) and the provisions of Security Council resolution 1325 (2000).

11. Despite the decrease in the overall percentage of women with appointments of one year or more since December 1999, the representation of women has improved at the D-1 level. The number of women at that level increased from 77 (28.4 per cent) as at 31 December 1999 to 88 (30.0 per cent) as at 30 November 2000. The increase has not, however, had a significant impact on the representation of women at the senior and policy-making levels (D-1 and above) due to the marked increase in the number of men at the D-2 level (see table 4). Since December 1999, the increase in the percentage of women at the D-1 level and above has been marginal, rising only from 24.6 per cent to 24.8 per cent as of 30 November 2000.

Gender distribution of staff at the Professional and higher levels in organizations of the United Nations common system

12. Pursuant to the General Assembly's request in its resolution 54/139, statistics on the gender distribution of Professional and higher-level staff in all organizations of the United Nations common system, as of 31 December 1998, were submitted to the General Assembly (A/55/399, annex). The statistics were provided by the Consultative Committee on Administrative Questions (CCAQ), which issues annual statistics on the staff of United Nations system organizations. CCAQ is currently validating the personnel statistics of the organizations, as of 31 December 1999, for publication in spring 2001. Gender distribution statistics for staff in all organizations of the United Nations common system, as at 31 December 1999, will also be included in the Secretary-General's report to the General Assembly at its fifty-sixth session.

III. Work programme for 2001

13. During 2001, priority will be assigned to the evaluation of progress made in improving women's representation based on the implementation of the initial series of action plans for improving gender balance in individual departments and offices for the period 1 July 2000-31 December 2000. Of the 24 departments and offices included in the first phase of departmental gender action plans, plans were received from 13 departments and offices. The implementation of these plans will be evaluated in the first quarter of 2001 and an assessment provided to the Secretary-General of progress made. Based upon the assessment, departments, including those that did not participate in the initial series of action plans, will be requested to set new targets for improving women's representation in 2001.

14. Further to the recommendations of the Office of Internal Oversight Services, contained in its report to the General Assembly at its fifty-fifth session, "Follow-up audit of the recruitment process in the Office of Human Resources Management" (A/55/397), the structure and components of the action plans, in particular the guidelines provided to heads of departments for improving gender balance, will be reviewed with the goal of refining strategies for improving women's representation in line with the operational needs of individual departments. The reviews will be carried out in close cooperation with the Office of Human Resources Management and heads of departments. Attention will also be paid to the further integration of strategies for improving gender balance within the overall framework of the Organization's plan for the management of its human resources.

15. During the coming year, priority will also be assigned to the development of strategies for improving the representation of women in peacekeeping and other special missions. The Secretary-General, in his report on the implementation of the report of the Panel on United Nations peace operations (A/55/502), informed the General Assembly at its last session of his decision to form a senior appointments group, including representatives of the Office of Human Resources Management and the Office of the Special Adviser on Gender Issues and the Advancement of Women, to oversee the formulation of recommendations to him for the selection of senior personnel. The Office of the Special Adviser will also work closely with the Department of Peacekeeping Operations and the Office of Human Resources

Management in the examination of factors that might impede the selection of women candidates for mission assignments and in the preparation of guidelines to ensure that selection criteria pay due regard to gender balance and geographical distribution.

16. Other elements of the Secretary-General's strategy for the achievement of gender equality in the Secretariat which will be pursued in the coming year include the implementation of the work/family agenda, particularly in the area of effective spousal employment assistance; the modification of the Performance Appraisal System (PAS) to include standardized reporting criteria on managers' performance in meeting the objectives set in the departmental action plans; the design of measures for enhancing the career development of General Service staff, the majority of whom are women; and the strengthening of the Organization's policy against harassment, including sexual harassment.

Notes

[1] Resolution S-23/2.

[2] A/S-23/8.

[3] ST/AI/1999/9.

[4] Further to a memorandum of understanding on personnel procedures between the Office of Human Resources Management and the United Nations Joint Staff Pension Fund, staff of the Pension Fund are no longer included in the composition of the Secretariat, in view of the special inter-agency status of the Fund.

[5] In presenting statistics on the representation of staff assigned to peacekeeping and other special missions, it is important to point out that the number of staff with appointments of one year or more represents only a segment of the total population of staff on mission. As of 30 November 2000, a total of nearly 1,693 Professional and higher-level staff were serving with peacekeeping and other special missions. Nearly half of the staff (825 personnel) had appointments of less than one year. Of the total number of staff with appointments of less than one year, 210 (25.5 per cent) were women. Women accounted for 25.7 per cent of the total population of Professional and higher-level staff on mission.

Abbreviations used in the tables

DDA	Department for Disarmament Affairs
DESA	Department of Economic and Social Affairs
DM	Department of Management
DM/OCSS	Department of Management/Office of Central Support Services
DM/OHRM	Department of Management/Office of Human Resources Management
DM/OPPBA	Department of Management/Office of Programme Planning, Budget and Accounts
DGAACS	Department of General Assembly Affairs and Conference Services
DPA	Department of Political Affairs
DPI	Department of Public Information
DPKO	Department of Peacekeeping Operations
DPKO/FALD*	Department of Peacekeeping Operations/Field Administration and Logistics Division
ECA	Economic Commission for Africa
ECE	Economic Commission for Europe
ECLAC	Economic and Social Commission for Latin America and the Caribbean
ESCAP	Economic and Social Commission for Asia and the Pacific
ESCWA	Economic and Social Commission for Western Asia
INTERORG	Interorganizational bodies
	Joint Inspection Unit
	Consultative Committee on Administrative Questions
	International Computing Centre
	Information Systems Coordination Committee
OCHA	Office for the Coordination of Humanitarian Affairs
ODCCP	Office of Drug Control and Crime Prevention
OHCHR	Office of the High Commissioner for Human Rights
OIOS	Office of Internal Oversight Services
OLA	Office of Legal Affairs
OSG	Office of the Secretary-General
OSRGCAC	Office of the Special Representative of the Secretary-General for Children and Armed Conflict
REGCOM	Regional Commissions Liaison Office
UNCC	United Nations Compensation Commission
UNCHS	United Nations Centre for Human Settlements (Habitat)
UNCTAD	United Nations Conference on Trade and Development
UNEP	United Nations Environment Programme
UNFIP	United Nations Fund for International Partnerships
UNOG	United Nations Office at Geneva
UNOIP	United Nations Office of the Iraq Programme
UNON	United Nations Office at Nairobi
UNOV	United Nations Office at Vienna
UNMOVIC	United Nations Monitoring, Verification and Inspection Commission

* All staff with appointments of one year or more assigned to peacekeeping and other special missions

Table 1

Gender distribution of all Professional and higher-level staff with appointments of one year or more in the United Nations Secretariat, by department or office and by grade, as of 30 November 2000

Department/ Office	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total		GRAND TOTAL	Percent Women
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
regcom								1	1					1					1	2	3	66.7%
dm	1				1		4	2	4	5	3	5	1	3	1	3			15	18	33	54.5%
dm/ohrm				1	1	1	2	2	8	10	12	11	5	6	4	6			32	37	69	53.6%
dm/oppba			1		4		2	3	6	6	14	17	17	18	5	9			49	53	102	52.0%
dpi	1				5	1	7	8	20	12	33	31	31	47	24	22			121	121	242	50.0%
ola	1		1		3		5	4	11	6	7	8	14	11	4	9			46	38	84	45.2%
desa	1		1	1	7	3	16	8	31	24	37	39	30	24	19	16			142	115	257	44.7%
ohchr		1	1		2		1	2	4	6	17	3	15	18	6	7			46	37	83	44.6%
odccp	1				2		8	3	22	2	24	13	15	22	4	13			76	53	129	41.1%
osg	2	1	2	1	2	2	4	1	5	1	3	2	3	4	1	3			22	15	37	40.5%
dgaacs	1		1		3		5	7	61	43	136	73	116	93	11	10			334	226	560	40.4%
ocha					4	1	4		10	5	12	6	13	10		6			43	28	71	39.4%
uncc			1		2		4		2	3	13	6	38	17	21	24		1	81	51	132	38.6%
interorg					2		3		2	1	1	3	1	2	1				10	6	16	37.5%
unog	1				1	2	7	3	29	25	80	49	78	31	11	13			207	123	330	37.3%
oios	1					1	3	2	6	3	22	13	6	3	6	4			44	26	70	37.1%
dda	1				2		1	1	3	6	5	2	3		2	1			17	10	27	37.0%
dpa	2		3		7	2	4	6	20	9	17	11	11	8	5	4			69	40	109	36.7%
unov					1	1	2	1	10	5	33	14	14	10	4	4			64	35	99	35.4%
escwa	1					1	6	2	18	3	21	3	5	15	5	6			56	30	86	34.9%
unon	1						2		4		19	7	11	11	6	5			43	23	66	34.8%
eclac	1				1		6	5	17	7	30	16	23	16	24	10			102	54	156	34.6%
osrsgcac	1											1	1						2	1	3	33.3%
unolp	1				1		1		2	1	2	2	1	1	2	1			10	5	15	33.3%
dpko	2		1		5		5	1	17	7	47	22	40	19	3	7			120	56	176	31.8%
unep			1		8	1	27	5	37	9	58	22	31	29	8	12		1	170	79	249	31.7%
uncha				1			1	1	6	2	15	5	8	4	1	1			31	14	45	31.1%
dm/ocss			1		1		7	3	14	4	23	13	28	12	8	5			82	37	119	31.1%
eca	1					1	9	3	22	5	27	13	33	16	14	7			106	45	151	29.8%
escap	1					1	7	2	23	4	37	10	25	13	9	13			102	43	145	29.7%
ece		1					6	3	15	7	21	4	21	7	10	8			73	30	103	29.1%
unctad	1		1		2	1	14	2	29	7	38	9	36	24	17	9			138	52	190	27.4%
dpkofald	8		12		18	1	28	5	71	9	217	57	204	94	79	54	6	5	643	225	868	25.9%
unfip					1				1		1	1							3	1	4	25.0%
unmovic							4	2	9	3	13	1	6	2		1			32	9	41	22.0%
Total	31	3	27	4	86	20	205	88	540	240	1038	492	884	591	315	293	6	7	3132	1738	4870	35.7%

Source: Human Resources Planning and Management Information System Service

Table 2

Gender distribution of all Professional and high-level staff with appointments subject to geographical distribution in the United Nations Secretariat, by department or office and by grade, as of 30 November 2000

Department/ Office	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total		Grand Total	% of Women
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
unmovic								1											0	1	1	100.0 %
dm	1				1		3	2	3	5	2	5	1	3	1	2			12	17	29	58.6 %
unep					2				2	3	2	4		3	2	1			8	11	19	57.9 %
dm/ohrm				1	1	1	2	2	8	10	10	11	5	6	4	5			30	36	66	54.5 %
dm/oppba			1		4		2	3	6	6	13	16	12	13	5	7			43	45	88	51.1 %
dpi	1				5	1	7	8	20	12	33	31	28	47	24	21			118	120	238	50.4 %
regcom								1	1										1	1	2	50.0 %
dpko	1		1		4		2	1	7	6	14	15	7	9	3	6			39	37	76	48.7 %
dgaaca	1		1		3		5	7	9	4	6	5	5	8		3			30	27	57	47.4 %
ohchr		1	1		1		1	2	4	5	16	3	13	18	6	6			42	35	77	45.5 %
desa	1		1	1	7	3	15	8	30	24	37	39	30	24	19	16			140	115	255	45.1 %
ocha					3	1	3		7	5	8	3	7	9		6			28	23	51	45.1 %
odccp	1				1		1	1	10		11	9	11	9	2	9			37	28	65	43.1 %
interorg					1				2			1		2	1				4	3	7	42.9 %
oeg	1	1	2	1	1	2	4	1	5	1	1	1	2	3		2			16	12	28	42.9 %
ola	1		1		3		5	4	11	6	7	7	13	7	4	8			45	32	77	41.6 %
unog	1				1	1	6	3	6	4	13	9	19	10	7	10			53	37	90	41.1 %
unoip	1								1	1			1	1					3	2	5	40.0 %
dpa	1		2		5	2	4	6	17	7	14	9	9	7	4	4			56	35	91	38.5 %
olos	1						2	2	5	2	12	8	5	2	5	4			30	18	48	37.5 %
dpkofald	1				1	1	3	2	11	1	10	5	15	14	1	2			42	25	67	37.3 %
dda	1				2		1	1	3	6	5	2	3		2	1			17	10	27	37.0 %
escwa	1					1	6	2	17	3	17	3	3	14	4	5			48	28	76	36.8 %
unov					1	1	3	1	6	3	9	2	3	3	4	3			25	13	38	34.2 %
eclac	1				1		6	5	16	7	30	14	22	14	22	9			98	49	147	33.3 %
escap	1					1	7	2	22	4	32	9	16	12	8	12			86	40	126	31.7 %
unche				1			1	1	5	1	9	4	6	2	1	1			22	10	32	31.3 %
unon	1						1		2		3	1	2	1	2	3			11	5	16	31.3 %
dm/ocss			1		1		5	3	12	4	22	10	20	6	8	5			69	28	97	28.9 %
eca	1					1	9	3	21	5	26	10	28	14	13	6			98	39	137	28.5 %
ece		1					6	3	15	7	21	4	20	4	9	8			71	27	98	27.6 %
unctad	1		1		2	1	14	2	28	7	38	9	35	22	17	8			136	49	185	26.5 %
uncc			1		1		1												3	0	3	00.0 %
unflp					1				1										2	0	2	00.0 %
oeregcac																			0	0	0	
Total	20	3	13	4	53	17	124	77	313	149	421	249	341	287	178	172			1483	938	2421	39.6 %

Source: Human Resources Planning and Management Information System Service

Table 3
Comparison of the gender distribution of Professional and higher-level staff in the United Nations Secretariat on appointments subject to geographical distribution, as of 31 December 1999, 30 June 2000, and 30 November 2000

	31 December 1999			*30 June 2000*			*30 November 2000*		
Level	*Men*	*Women*	*% of W*	*Men*	*Women*	*% of W*	*Men*	*Women*	*% of W*
USG	20	2	9.1	20	2	9.1	20	3	13.0
ASG	13	3	18.8	12	3	20.0	13	4	23.5
D-2	53	18	25.4	52	18	25.7	53	17	24.3
D-1	136	71	34.3	131	73	35.8	124	77	38.3
P-5	309	152	33.0	305	151	33.1	313	149	32.3
P-4	441	257	36.8	420	250	37.3	421	249	37.2
P-3	357	282	44.1	342	276	44.7	341	287	45.7
P-2	172	167	49.3	171	163	48.8	178	172	49.1
P-1	-	-	-	-	-	-	-	-	-
Total	**1 501**	**952**	**38.8**	**1 453**	**936**	**39.2**	**1 463**	**958**	**39.6**

Source: Human Resources Planning and Management Information System Service.

Table 4
Comparison of the gender distribution of Professional and higher-level staff in the United Nations Secretariat with appointments of one year or more, as of 31 December 1999, 30 June 2000, and 30 November 2000

	31 December 1999			*30 June 2000*			*30 November 2000*		
Level	*Men*	*Women*	*% of W*	*Men*	*Women*	*% of W*	*Men*	*Women*	*% of W*
USG	25	2	7.4	29	2	6.5	31	3	8.8
ASG	22	3	12.0	23	3	11.5	27	4	12.9
D-2	75	21	21.9	80	21	20.8	86	20	18.9
D-1	194	77	28.4	195	81	29.3	205	88	30.0
P-5	498	230	31.6	501	242	32.6	540	240	30.8
P-4	883	456	34.1	910	458	33.5	1 038	492	32.2
P-3	783	526	40.2	789	531	40.2	884	591	40.1
P-2	257	275	51.7	260	261	50.1	315	293	48.2
P-1	2	6	75.0	2	2	50.0	6	7	53.8
Total	**2 739**	**1 596**	**36.8**	**2 789**	**1 601**	**36.5**	**3 132**	**1 738**	**35.7**

Source: Human Resources Planning and Management Information System Service.

Table 5

Comparison of the gender distribution of Professional and higher-level staff in the United Nations Secretariat on appointments of one year or more assigned to peacekeeping and other special missions (DPKO/FALD), as of 31 December 1999, 30 June 2000, and 30 November 2000

	31 December 1999			*30 June 2000*			*30 November 2000*		
Level	*Men*	*Women*	*% of W*	*Men*	*Women*	*% of W*	*Men*	*Women*	*% of W*
USG	4	-	0.0	7	-	0.0	8	-	0.0
ASG	7	-	0.0	10	-	0.0	12	-	0.0
D-2	8	1	11.1	12	1	7.7	18	1	5.3
D-1	18	1	5.3	17	4	19.0	28	5	15.2
P-5	39	4	9.3	48	7	12.7	71	9	11.3
P-4	72	20	21.7	101	32	24.1	217	57	20.8
P-3	87	44	33.6	117	47	28.7	204	94	31.5
P-2	38	35	47.9	33	33	50.0	79	54	40.6
P-1	2	3	60.0	2	-	0.0	6	5	45.5
Total	**275**	**108**	**28.2**	**347**	**124**	**26.3**	**643**	**225**	**25.9**

Source: Human Resources Planning and Management Information System Service.

Table 6

Comparison of the gender distribution of Professional and higher-level staff in the United Nations Secretariat with appointments of one year or more assigned to the United Nations Monitoring, Verification and Inspection Commission (UNMOVIC),[a] as of 31 December 1999, 30 June 2000, and 30 November 2000

	31 December 1999			*30 June 2000*			*30 November 2000*		
Level	*Men*	*Women*	*% of W*	*Men*	*Women*	*% of W*	*Men*	*Women*	*% of W*
USG	-	-	-	-	-	-	-	-	-
ASG	-	-	-	-	-	-	-	-	-
D-2	-	-	-	-	-	-	-	-	-
D-1	-	1	100	1	1	50.0	4	2	33.3
P-5	1	1	50.0	2	1	33.3	9	3	25.0
P-4	3	-	0.0	3	-	0.0	13	1	7.1
P-3	-	-	-	-	-	-	6	2	25.0
P-2	-	-	-	-	-	-	-	1	100
P-1	-	-	-	-	-	-	-	-	-
Total	**4**	**2**	**33.3**	**6**	**2**	**25.0**	**32**	**9**	**22.0**

Source: Human Resources Planning and Management Information System Service.

[a] Replaced the United Nations Special Commission (UNSCOM) established by the Security Council pursuant to Security Council resolution 687 (1991).

Annex

Statement of the Administrative Committee on Coordination to the General Assembly at its twenty-third special session entitled "Women 2000: gender equality, development and peace for the twenty-first century"

1. We, the Executive Heads of the organizations of the United Nations system, are committed to the full implementation of the Beijing Declaration and Platform for Action and the achievement of gender equality as essential for the reduction and eradication of poverty, and the achievement of peace, human rights and sustainable development.

2. We acknowledge that progress has been made in creating an enabling environment for women's empowerment and gender equality through implementation of commitments made at the United Nations conferences and summits of the 1990s, in particular the Fourth World Conference on Women.

3. However, significant challenges remain. Renewed efforts are needed to accelerate the implementation of the Beijing Platform for Action. Global and local developments and trends offer both opportunities for, and challenges to, gender equality. New approaches are needed to address these opportunities and challenges within the Platform's vision of gender equality and women's empowerment. Policy interventions to minimize the risks of globalization and to ensure the most positive outcomes for women throughout their life cycle need to be identified and implemented. Specific policy issues concerning women and girls, such as work-related rights, gender-based violence, reproductive and sexual health and rights, education and social security, access to productive resources including credit and nutrition require sustained attention. Institutions and individuals need to be equipped to deal with the opportunities and challenges in processes of rapid change in a manner that supports the promotion of gender equality.

4. Women and men must be equal partners in shaping the twenty-first century. We strongly believe that political will and accountability for the realization of gender equality are fundamental prerequisites. We are increasingly assuming responsibility and accountability for active promotion of gender equality in our policy, normative and operational work, through our programmes carried out in partner countries and through strengthened inter-agency partnerships in its achievement. We account for progress through better monitoring and reporting.

5. We commit ourselves to intensified action in support of accelerated implementation of the Platform for Action and gender mainstreaming. Accordingly:

(a) We will strengthen our support to Governments at the country level in their implementation of national action plans for gender equality and in institutional capacity-building;

(b) We will continue to promote gender mainstreaming in the policy dialogue with Governments/Parliaments and civil society, and between Governments;

(c) We will encourage and support the sharing of experiences and of good practices in implementing the Beijing Platform for Action and in using the gender mainstreaming approach in a cross-cutting manner;

(d) We will continue to develop and implement programmes and projects targeted at women to reduce existing inequalities and to promote gender equality;

(e) We will ensure that gender equality implications are addressed in all our sectoral and thematic work, including through increased capacity of all staff for gender mainstreaming, through gender-sensitive planning, programming, budgeting, monitoring and evaluation, the development and use of good practices and other measures;

(f) We will continue to develop and refine tools and resources to guide gender-responsive policy-making and planning, including using statistics which are disaggregated by sex and highlight issues of gender equality;

(g) We will take the necessary steps to ensure that gender equality is mainstreamed in country programming such as the Common Country Assessment (CCA) and the United Nations Development Assistance Framework (UNDAF) and consolidated appeal processes;

(h) We will work to ensure an increased focus on both women and men and the relations between

them, and men's full participation in promoting gender equality at all levels;

(i) We will provide the necessary support and resources towards the realization of these commitments, including strengthening the mandates and resources of organizational mechanisms, such as gender units and gender focal points, which are necessary to realize the implementation of gender mainstreaming.

6. Within our own organizations, we are taking positive measures to significantly increase the representation of women, including at the most senior level, towards the goal of 50/50 gender parity set by the General Assembly. This has required special administrative measures and focused programmes of affirmative action, which we expect to be temporary in nature. However, we have also taken steps to address the more difficult and long-term challenges of changing the culture of our organizations to become more gender-sensitive. We have increased our awareness of what gender equality means to each organization and have implemented positive measures to make our work environments more responsive to the requirements of both women and men.

7. Further action is needed to achieve the goals set in the Platform for Action and in other intergovernmental mandates. Accordingly:

(a) We will strengthen managerial competence and accountability for gender equality and a gender-sensitive work environment;

(b) We will improve recruitment policies and practices to ensure that women are appointed in our organizations, especially in senior management and operations positions;

(c) We will take steps and develop common policies on retaining women, especially through effective spousal employment assistance, inter-agency mobility and improving career development opportunities for women;

(d) We will create and enhance a supportive and gender-sensitive work environment;

(e) We will develop effective accountability mechanisms to ensure that our actions match our policy commitments;

(f) Finally, we will work to build partnerships with Governments, civil society and the private sector and within the United Nations system to achieve gender equality, development and peace in the twenty-first century.

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Commission on Human Rights
Fifty-seventh session
19 March-27 April 2001
Item 12 (a) of the provisional agenda*
Integration of the human rights of women and the gender perspective: violence against women

Commission on the Status of Women
Forty-fifth session
6-16 March 2001
Item 3 (a) of the provisional agenda**
Follow-up to the Fourth World Conference on Women and the special session of the General Assembly entitled "Women 2000: gender equality, development and peace in the twenty-first century": review of mainstreaming in organizations of the United Nations system

Report of the United Nations Development Fund for Women on the elimination of violence against women

Note by the Secretary-General

The Secretary-General has the honour to transmit herewith to the Commission on Human Rights and the Commission on the Status of Women the report of the United Nations Development Fund for Women on the activities of the Fund to eliminate violence against women, which was prepared pursuant to General Assembly resolution 50/166 of 22 December 1995.

* E/CN.4/2001/1.
** E/CN.6/2001/1.

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Implementation of General Assembly resolution 50/166 on the role of the United Nations Development Fund for Women in eliminating violence against women

Report of the United Nations Development Fund for Women to the fifty-seventh session of the Commission on Human Rights and the forty-fifth session of the Commission on the Status of Women

I. Introduction

1. General Assembly resolution 50/166 of 22 December 1995 provided the United Nations Development Fund for Women (UNIFEM) with the mandate to strengthen its activities aimed at eliminating violence against women in order to accelerate the implementation of the recommendations set out in the Beijing Declaration and the Platform for Action. In doing so, UNIFEM was mandated to work closely with the relevant agencies and bodies of the United Nations as part of the system-wide efforts to eliminate violence against women.

2. In 1996, UNIFEM developed the Trust Fund in Support of Action to Eliminate Violence against Women. Since that time it has continued to identify and support innovative and catalytic projects around the world aimed at breaking new ground, creating new models and mobilizing new constituencies in the growing movement to eradicate gender-based violence in all its manifestations. As such, the Trust Fund serves as a launching pad for a wide range of effective new strategies to end violence.

3. In 2000, the process leading up to and including the twenty-third special session of the General Assembly, entitled "Women 2000: gender, equality, development and peace for the twenty-first century", gave strong reaffirmation to activities addressing gender-based violence within the international community. The initiatives contained in the outcome document of the special session have the potential to strengthen programmes and policies to end violence against women. Specific forms of violence against women were added to the international agenda at the twenty-third special session, namely so-called honour killings and dowry-related deaths. UNIFEM will give priority to these issues in the selection of new Trust Fund projects for 2001, as well as to the call issued at the special session for an exploration of positive role models for men to be used as a tool in the struggle to eliminate violence against women.

4. The present report to the fifty-seventh session of the Commission on Human Rights and the forty-fifth session of the Commission on the Status of Women documents the dynamic and ground-breaking activities undertaken by UNIFEM during 2000 to eliminate violence against women.

II. Trust Fund in Support of Action to Eliminate Violence against Women

5. The UNIFEM Trust Fund in Support of Action to Eliminate Violence Against Women provides support to innovative and catalytic initiatives that seek to prevent and eliminate violence against women at the local, national, regional and global levels. Since it began operating in 1997, the Trust Fund has received contributions of over US$ 5.4 million and funded a total of 105 projects in more than 65 countries around the world. In every region, norms have been challenged, innovative legislation has been introduced, new partners have been enlisted and policies have been changed through the work of the Trust Fund.

6. In 2000, the Trust Fund made grants of US$ 1 million; requests, however, totalled more than $12.5 million. The funds were allocated to 17 projects[1] with the approval of the Inter-Agency Project Appraisal Committee. The Committee included representatives from the Division for the Advancement of Women; the Office of the United Nations High Commissioner for Human Rights; the Office for Drug Control and Crime Prevention; the United Nations Population Fund (UNFPA); the United Nations Children's Fund (UNICEF); the United Nations Development Programme (UNDP); and the Office of the United Nations High Commissioner for Refugees (UNHCR); as well as a representative of non-governmental organizations (NGOs) working the area of violence against women.

7. The 17 projects selected for funding in 2000 addressed diverse forms of violence against women, including domestic violence, trafficking and sexual exploitation, honour killings, sexual harassment, and violence against disabled girls and women. Projects apply strategies ranging from public awareness raising and education, to advocacy, legal literacy, training for professionals, action-oriented research and service provision and training and mobilization of women's groups. For example:

(a) Modelled on a successful project in Latin America, a regional project in Africa will train magistrates and judges in Kenya, Uganda, the United Republic of Tanzania and Zimbabwe in the area of women's human rights, with particular focus on issues of violence against women. Only one of eight judges at the pilot training project had ever cited an international convention in any judgement; by the project's end, a cadre of 600 judicial officers and academic experts will be equipped to lead country-specific interactive training sessions for judges on these issues;

(b) Following up on a previous Trust Fund project, NGOs in Jordan and the West Bank are using a two-pronged approach to address the problem of so-called honour killings, by conducting research to develop safe methods of disclosure for girls at risk and simultaneously working with judges in order to improve the delivery of justice and the treatment of survivors;

(c) Taking into account the impact of global markets on women's security, technical assistance is being provided to 21 Brazilian cities to strengthen capacity for local level initiatives and to support regionally integrated programmes and policies to eliminate violence against women;

(d) Rural women and girls often have few resources to assist them and to protect them from violence. To address this problem, a project in Kyrgyzstan is training rural women, senior pupils, schoolteachers and parents in methods of preventing violence, as well as in recovery skills. Trainees in peer-led support groups provide assistance to victims and act as intermediaries with law enforcement agents to help ensure appropriate response in cases of violence.

8. A thorough review of Trust Fund operational guidelines was conducted in early 2000. Guideline revisions gave greater responsibility to the field for selecting proposals to ensure that initiatives contribute to regional strategies.

9. To encourage projects with increased potential, the management of the Trust Fund recommended revising operational guidelines to raise the maximum Trust Fund grant from $50,000 to $150,000 for proposals jointly submitted by two or more organizations. Under this new framework, six Trust Fund grants were awarded to joint proposals in 2000.

10. With support from a United Nations Foundation grant, a special call for project proposals focusing on media and documentation has been issued and over 250 proposals received. In early 2001, the Inter-Agency Project Appraisal Committee, including experts in the media and communications for social change, will select four to eight projects for funding.

11. The twenty-third special session of the General Assembly provided UNIFEM with an opportunity to showcase the work of several Trust Fund projects. An information kit was prepared and distributed at the gathering highlighting lessons learned from three Trust Fund projects selected as case studies for an upcoming UNIFEM publication (see sect. III below). While attending the conference, women leaders from nine projects were interviewed about their personal stories, which were then turned into articles and posted on the UNIFEM web site.

III. The Trust Fund learning component of the United Nations Development Fund for Women

12. The Trust Fund Learning Component, supported by the John D. and Catherine T. MacArthur Foundation, has focused on the review and analysis of lessons learned from the catalytic and innovative Trust Fund initiatives. Field visits conducted for the learning component in five countries highlighted effective strategies for changing attitudes, reversing stereotypes and eliminating harmful practices. These strategies were undertaken by relatively small, discrete projects that are most likely to foster enduring structural/institutional change and to work towards eliminating violence against women.

13. UNIFEM compiled some of these findings into a publication entitled "With an End in Sight: Strategies from the UNIFEM Trust Fund in Support of Action to

Eliminate Violence Against Women". Focusing on seven model Trust Fund projects from different regions, the book identified three critical strategies in the fight against gender-based violence: building community commitment, fostering institutional partnerships and developing public and institutional support through research and advocacy. The book has been shaped as a practical tool and an inspirational guide on innovative and successful strategies. Copies have been widely distributed to UNIFEM and UNDP field staff, heads of United Nations agencies, donors, Trust Fund grantees, and other NGOs and foundations working in the area of women's human rights.

IV. Capacity development for Trust Fund Grantees

14. In 1999, UNIFEM received a grant from the United Nations Foundation to expand the capacity of Trust Fund grantees to document their work and to integrate effective communications and media strategies towards advancing their project goals.

15. In the spring of 2000, UNIFEM undertook an assessment of the effectiveness of media and communication materials developed and used during United Nations inter-agency campaigns to eliminate violence against women. This study, in collaboration with Columbia University, focused on media campaign strategies in Kenya, India and Peru. Working with locally based advertising agencies, the study identified tools that are effective in local contexts around the world. The comparative analysis of the three sites yielded important lessons and recommendations to enhance the effectiveness and impact of future initiatives. The analysis also stressed the need to depict the problem of violence realistically and/or to create an image-driven rather than text-driven medium. Media messages drew greater attention when they went beyond articulating the problem to offering solutions and suggesting strategies for response to violence and offering contact information for help.

16. Findings from the study and other end-violence campaigns are being used in the creation of a catalogue and interactive CD-ROM showcasing examples of effective media strategies from around the world. The catalogue and CD-ROM will provide detailed information about various campaigns to eliminate gender-based violence, recommend effective ways of using campaign materials and allow individuals to download and use images directly from the CD.

V. Translating advocacy work into programming

17. During the period from 1997 to 1999, inter-agency regional campaigns to eliminate violence against women were launched in Latin America and the Caribbean, Africa and Asia and the Pacific. These UNIFEM-led campaigns were developed and implemented with the active participation of other agencies of the United Nations system, such as UNDP, UNFPA, UNICEF, the World Health Organization (WHO), the Office of the United Nations High Commissioner for Human Rights, the United Nations Volunteers (UNV), the International Labour Organization (ILO), Habitat, UNHCR and the United Nations regional economic commissions, along with a variety of governmental and non-governmental partners. These campaigns dramatically increased awareness of violence against women as a violation of human rights at the community, national and regional levels.

18. In 2000, the reverberating impacts created by regional campaigns spearheaded by UNIFEM in 1998 and 1999 continued. For example:

(a) In response to heavy media attention to the issue of violence against women, created as part of the UNIFEM-led regional campaign, the Kenyan Parliament adopted the country's first legislation on domestic violence, which was notable for its strong and decisive language;

(b) As a follow-up to the regional campaign to end violence against women, an unprecedented effort has been made in South Asia to focus on the problem of trafficking in women. UNIFEM is playing a lead role in orchestrating the formulation and implementation of activities, working closely with Governments, donors, United Nations partners, and NGOs;

(c) In the Andean region, campaign-related training for indigenous and peasant women, lawyers and justice administrators contributed to the initiation or strengthening of laws to prevent violence against women in Colombia, Ecuador and Bolivia.

19. The success of other regional campaigns and the collection of materials produced has led to the current planning for an end-violence campaign in the Central and Eastern Europe (CEE)/ Commonwealth of Independent States (CIS) region in 2001, to be coordinated by the Government of Kazakhstan.

VI. Addressing the diverse forms of gender-based violence

20. Economic issues became the focus of UNIFEM regional office approaches to violence against women in the year 2000. Trafficking of women and girls was a major focus in the South Asia region in particular, which effectively placed trafficking on the agendas of donors and Governments, facilitated regional collaboration and provided leadership in developing a comprehensive campaign against trafficking. Obtaining Ministerial level commitment to strengthening national mechanisms was pivotal to establishing anti-trafficking secretariats/cells in every country. UNIFEM has supported strengthened networks of lawyers and police such as the Technical Advisory Group in South Asia (TAGSA), the South Asia Forum against Human Trafficking (SAFAHT), and the South Asia Professionals against Trafficking (SAPAT). Training was also provided to border police, lawyers and judges and a high-level goodwill ambassador against trafficking in South Asia was appointed (Ms. Manisha Koirala, who hails from Nepal, but is a leading screen presence in Bollywood, the Mumbai film world).

21. Other examples of projects in different regions include:

(a) A new youth-focused intervention to prevent trafficking in adolescents in Latvia;

(b) Protection of migrant women workers' human rights in Western Asia, the Pacific, South and South-East Asia, and Central America;

(c) Creation of a national monitoring system and toll-free phone line to address the growing problem of the commercial sexual exploitation of children and adolescents from the UNIFEM Brazil-Southern Cone office.

22. Eradicating domestic violence is a continuing priority in all UNIFEM field offices. In Ukraine, a UNIFEM capacity-building project is contributing to a major advocacy campaign to adopt and implement a draft law on domestic violence. UNIFEM support to the Ukrainian Young Women's Leaders' network has increased the capacity of young women leaders to advocate for their rights. Many of these young women have joined forces with established women's NGOs in a campaign calling for better enforcement of domestic violence laws. In the Sudan, a high-level conference was organized by the UNIFEM office for countries in East and Central Africa and in the Horn of Africa to address "honour-killings", drawing upon action research in this area from an innovative Trust Fund project in the West Bank and Gaza, which is now being replicated in Jordan.

23. Violence against women in the context of conflict situations is an increasing concern in a number of regions. Most notably, UNIFEM was the first agency to conduct an assessment of violence against women in Kosovo. Findings from this assessment have been requested by and shared with partners in the region. Utilizing linkages with a recipient of a Trust Fund grant, the Croatia Centre for Women War Victims, UNIFEM is working to strengthen the technical skills and capacities of local institutions and individuals in Tajikistan, focusing on the psychological rehabilitation needs of war-affected communities and abused women. Towards that end, activities included training of 53 trainers on gender issues and violence against women, along with the collection of data on violence against women in Tajikistan.

VII. Conclusions

24. In 2000, UNIFEM committed itself to building on the solid advocacy campaigns it has established with other United Nations partners in various regions of the world. In consolidating this work, UNIFEM identified lessons learned and best practices developed in Trust Fund projects and campaigns to distil key programming areas for the future. UNIFEM built on advocacy and capacity development to translate lessons learned from advocacy work into programmes. UNIFEM is drawing experience from this pioneering work to ensure that future projects benefit from experience in the past and learning from other regions, NGOs and United Nations agencies.

25. In the spirit of General Assembly resolution 50/166, UNIFEM will continue to identify and support innovative local, national, regional and international

initiatives to prevent and eliminate violence against women.

Notes

[1] Seventeen projects were selected for funding in 2000: Africa: Algeria, Morocco, the United Republic of Tanzania and a regional project executed in Kenya, the United Republic of Tanzania, Uganda and Zimbabwe; Asia and the Pacific: Bangladesh, Mongolia, Yemen and a regional project in Jordan and the West Bank; Central and Eastern Europe/Commonwealth of Independent States: Bulgaria, Croatia, Kyrgyzstan, Moldova, Russian Federation; Latin America and the Caribbean: Brazil, Jamaica, Mexico and Peru. Project descriptions are available on the UNIFEM web site: *www.undp.org/unifem/trust.htm*.

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Commission on the Status of Women
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Implementation of strategic objectives and action in the critical areas of concern

Proposals for a multi-year programme of work of the Commission on the Status of Women

Report of the Secretary-General

I. Background

1. In 1987, in its resolution 1987/24, the Economic and Social Council adopted, for the first time, a long-term programme of work for the Commission on the Status of Women for the years 1988 to 1992. In the same resolution, the Council reaffirmed the central role of the Commission in promoting and monitoring the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women and acknowledged the Commission as the competent intergovernmental body on matters concerning the status of women, especially with regard to policy development. The Council endorsed the priority themes for the next five sessions of the Commission on the Status of Women and pointed out that they should be considered at regular sessions of the Commission under an agenda item entitled "Priority themes", notwithstanding world conferences and preparatory meetings or any process of review and appraisal that might take place. The Council decided that the priority themes should be related to the relevant provisions of the Nairobi Forward-looking Strategies for the Advancement of Women and of other policy documents.

2. Following the Fourth World Conference on Women, and at the request of the General Assembly in its resolution 50/203 of 22 December 1995, the Commission on the Status of Women prepared a new multi-year programme of work with a more focused and thematic approach, taking up a cluster of the critical areas of concern from the Beijing Platform for Action at each of its sessions. Subsequently, on 22 July 1996, the Economic and Social Council adopted resolution 1996/6 containing the multi-year programme of work for the years 1997 to 2000.[1] The programme of work, inter alia, would provide a framework to assess the progress achieved in the implementation of the Platform for Action and would be in line with the coordinated follow-up to conferences.

3. The forty-fourth session of the Commission on the Status of Women in 2000 was followed by the third session of the Commission acting as the preparatory committee for the special session of the General Assembly, entitled "Women 2000: gender equality, development and peace for the twenty-first century". Having already implemented the multi-year programme of work for 1997-2000, the Commission adopted the provisional agenda for its fifty-fifth session in 2001, which contained, inter alia, the priority themes

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"Women, the girl child and human immunodeficiency virus/acquired immunodeficiency syndrome (HIV/AIDS)" and "Gender and all forms of discrimination, in particular racism, racial discrimination, xenophobia and related intolerance". The respective priority themes are expected to serve as input to the World Conference against Racism, Racial Discrimination, Xenophobia and Related Intolerance and the special session on review of the problem of HIV/AIDS in 2001.

II. Forty-fifth session of the Commission on the Status of Women

4. At its forty-fourth session, the Commission on the Status of Women recommended its provisional agenda for its forty-fifth session to the Economic and Social Council for approval. The agenda, which included consideration, under agenda item 3 (c), of a multi-year programme of work and working methods, was adopted by Council at its substantive session of 2000. Following the twenty-third special session of the General Assembly in June 2000, the General Assembly, at its fifty-fifth session, adopted resolution 55/71 on follow-up to the Fourth World Conference on Women and full implementation of the Beijing Declaration and the Platform for Action and the outcome of the twenty-third special session. The Assembly noted that, at its forty-fifth session in 2001, the Commission on the Status of Women will develop a multi-year programme of work and in this respect requested the Secretary-General to report to the Commission with recommendations for the effective implementation of the Platform for Action and the recommendations contained in the outcome document of the twenty-third special session of the General Assembly (General Assembly resolutions S-23/2 and S-23/3).

5. In preparing the proposed multi-year programme of work for the Commission on the Status of Women (2002-2006), every effort has been made to implement, where appropriate, the relevant provisions of Economic and Social Council resolution 1998/46, in particular as it relates to the adoption of a multi-year programme of work and to coordinated follow-up to major United Nations conferences and summits. Furthermore, a review of the multi-year programmes of other functional commissions has been undertaken to ensure that the Commission on the Status of Women's new programme optimizes the thematic synergies between other functional commissions.

6. The programme of work will address the priority issues before the international community of particular relevance to women and gender equality, inter alia, taking into account the report of the Secretary-General on the implementation of the outcome of the Fourth World Conference on Women and of the twenty-third special session of the General Assembly (A/55/341). In that report the Secretary-General recommended that the Assembly may wish to request the Commission on the Status of Women, at its forty-fifth session in 2001, to: develop a new multi-year programme of work, taking into account the need to fully implement the Platform for Action and the outcome document of the twenty-third special session, and to integrate them into its programme of work; and consider the need to further develop the Commission's catalytic role in mainstreaming gender perspectives in United Nations activities (A/55/341, para. 75 (c)). Additional challenges to the full and accelerated implementation of the Platform for Action as identified in the outcome document of the twenty-third special session of the General Assembly, along with the reports of the Secretary-General on assessment of the progress in the promotion of the integrated and coordinated implementation of and follow-up to major conferences and summits in the economic, social and related fields (E/2000/57), on the restructuring and revitalization of the United Nations in the economic, social and related fields (E/2000/67), and agreed conclusions 2000/2 of the Economic and Social Council[2] were also taken into account in developing the proposed multi-year programme of work.

7. To further facilitate the process, after the twenty-third special session of the General Assembly, the Division for the Advancement of Women organized informal brainstorming sessions with delegates to the Commission on the Status of Women and its Bureau, representatives of non-governmental organizations (NGOs) and academicians. Relevant entities of the United Nations system were also consulted. Guided by the mandate outlined above, the brainstorming sessions addressed priority areas for future discussion by the Commission of its aim to ensure full implementation of the Beijing Platform for Action and the outcome document of the twenty-third special session. The proposed multi-year programme of work was enhanced both by the views of the Bureau of the Commission on

the Status of Women and those expressed in informal consultations with the delegations.

III. Multi-year programme of work

8. The proposed multi-year programme of work for 2002-2006 attempts to focus on current challenges, as identified in the outcome document of the twenty-third special session, which impact on the implementation of the 12 critical areas of concern of the Beijing Platform for Action. Approaches and methodologies for implementation, including gender mainstreaming, as suggested in the outcome document, will be assessed during the mid-term review process in 2003 and 2005. Gender mainstreaming and implementation strategies also need to be addressed through the work of the Commission when considering thematic areas. The process of globalization in its social and economic manifestations provides the overall framework within which the thematic areas would be considered. Taking into account all of the above, the following themes are suggested for 2002-2006. The agreed agenda for 2001 is also included below.

9. The approach to the working methods of the Commission should be sufficiently flexible and dynamic so that the Commission would have the possibility to address issues other than those adopted in the multi-year programme of work, as deemed appropriate. It may also include the possibility of revisiting certain issues taken up in previous sessions and of modifying those already adopted. The Commission may, in addition, wish to address urgent issues not identified in the multi-year programme of work as they emerge.

2001

Item 1
Women, the girl child and human immunodeficiency virus/acquired immunodeficiency syndrome (HIV/AIDS)

Item 2
Gender and all forms of discrimination, in particular racism, racial discrimination, xenophobia and related intolerance

2002

Item 1
Eradicating poverty: globalization, women and work throughout the life cycle (linking into the Second World Assembly on Ageing)

While globalization has brought greater economic opportunities and autonomy to some women, many others have been marginalized as a result of deepening inequalities among and within countries. At the forty-fifth session, the Commission will look at the role of women and work throughout the life cycle. It will cover issues such as labour migration (internal, regional and international), the impact of flexible labour markets, formal and informal systems of social security and working conditions. In the light of changing demographic patterns and the implications of such change for ageing populations, it will look at older women both as workers and as providers of care-giving services.

Item 2
Gender and environmental management and natural disasters (linking into the 10-year review of the United Nations Conference on Environment and Development)

The outcome document of the twenty-third special session also acknowledged that the increase in casualties and damage caused by natural disasters had raised awareness of the inefficiencies and inadequacies of the existing approaches and intervention methods in responding to such emergency situations, in which women, more often than men, are burdened with the responsibility of sustaining daily family needs. The impact of these and other factors on the environment put pressure on the survival strategies of poor households. There is a need for the development of

gender-sensitive strategies for crisis management and the delivery of assistance in responding to crisis situations. Women in many parts of the world are subsistence producers, dependent on natural resources. Their knowledge and priorities should be recognized and integrated in the conservation and management of such resources to meet the needs of all stakeholders and ensure sustainability of natural resources.

Item 3
Implementation strategies

Each session of the Commission on the Status of Women should consider good practices, national action plans and strategies to be employed for effective implementation of the Platform for Action and the outcome document of the twenty-third special session. These strategies include short- and long-term time-bound targets or measurable goals, development and use of indicators, sex-disaggregated data, gender-sensitive budgeting and evaluation methods, including gender impact assessments and quotas in the promotion of progress towards gender balance in all areas and at all levels. The Commission, in taking up implementation strategies, may wish to focus on the specific thematic areas under consideration as well as on the overall implementation of the Platform for Action and the outcome document of the twenty-third special session.

2003

Item 1
Institutional capacity-building for implementation of the Beijing Platform for Action and the outcome document of the twenty-third special session of the General Assembly, including gender mainstreaming

In the outcome document of the twenty-third special session, Governments recognized that the effective and coordinated plans and programmes for the full implementation of the Beijing Platform for Action require a clear knowledge of the situation of women and girls, research-based data disaggregated by sex, short- and long-term time-bound targets and measurable goals and follow-up mechanisms to assess progress. They further recognized that efforts are needed to ensure capacity-building for all actors involved in the achievement of these goals. National action plans and strategies and the ways of monitoring their implementation, including through the development of sex disaggregated data, targets and indicators, need to be developed. Therefore, national machineries, which have the primary responsibility for coordinating the implementation of the Beijing Platform for Action and the outcome document and for promoting mainstreaming gender into policies, programmes and budgetary processes, need to be enhanced. In this regard, it is important that national machineries are given adequate human and financial resources to effectively carry out their functions. Priority should be given to mechanisms and methods for ensuring that all bodies involved in developing policies and programmes, including resource allocations, develop the capacity to integrate gender perspectives into their work.

Item 2
Women's human rights and elimination of all forms of violence, including trafficking (linking into the tenth anniversary of World Conference on Human Rights)

Despite the fact that many countries have taken legal measures with respect to the elimination of violence against women, the practice is still very prevalent. Domestic violence, violence related to armed conflict, violence resulting from cultural prejudices and the phenomenon of trafficking, which has reached alarming levels, are major constraints to women's enjoyment of their human rights. The outcome document (see resolution S-23/3) emphasized that: violence against women and girls should be a criminal offence punishable by law (para. 69 (c)); an international zero tolerance campaign could be launched (para. 87 (b)); non-discriminatory and gender-sensitive legislation should be created as soon as possible, preferably by 2005 (para. 68 (b)); legislation and mechanisms to handle criminal matters relating to domestic violence should be introduced or strengthened (para. 69 (d)); and that measures, including policies and programmes, should be undertaken to address racism and racially motivated violence against women and girls.

Item 3
Implementation strategies

2004

Item 1
Decision-making structures and leadership (linking into the 10-year review of the International Conference on Population and Development)

Five years after the Fourth World Conference on Women, women continue to be underrepresented in economic, social and political institutions at the decision-making level. The decision-making structures continue to favour men because of the stereotypical gender roles assigned to women and men. It is increasingly recognized that gender inequality has a negative impact on governance. In order to achieve gender equality, the roles of women and men need to be reassessed and the stereotypes removed. With this in mind, strategies for achieving gender balance in all decision-making bodies, including those dealing with health policy development and planning, need to be developed. In addition, practical methods for changing stereotypical gender roles of women and men, including through the role of the mass media, need to be identified. As part of the discussion on decision-making structures, women's choices and their exercise of reproductive rights should be reviewed.

Item 2
Women, peace and security

The discussion on women and girls in armed conflict has focused on their role as victims and not as agents of change. There is recognition that women can make significant contributions to the peace process, including improving the efficiency of United Nations peacekeeping operations. Strategies for full and equal participation of women and men in conflict prevention, monitoring and resolution as well as post-conflict reconstruction and transformation should be further explored. In addition, the gender-specific implications of the involvement of non-State actors in armed conflict need to be examined. The development of capacity for the integration of gender perspectives throughout peace-support operations should be monitored systematically by the Commission.

Item 3
Implementation strategies

2005

Item 1
Review of further implementation of the Beijing Platform for Action and the outcome document of the twenty-third special session of the General Assembly, including good practices in the implementation and lessons learned

In agreed conclusions 2000/2 of the Economic and Social Council, the Council called on its functional commissions to reflect on the possible review options following the most recent five-year reviews. A number of options are outlined in the report of the Secretary-General on assessment of the progress in the promotion of the integrated and coordinated implementation of and follow-up to major United Nations conferences and summits in the economic, social and related fields (E/2000/57). The Commission could consider a review of the further implementation of the Beijing Platform for Action and the outcome document, with a particular focus on gender mainstreaming during its session in 2005. In this respect, the Commission would be able to identify any challenges and obstacles to the implementation process following the last review period.

Item 2
Emerging issues and future-oriented strategies

Emerging issues could be identified during the review and Member States could deliberate (no negotiations) on future strategies to deal with the emerging and existing issues. The results could provide input into the 10-year review if agreed upon.

2006

Item 1
A gender perspective of the role of information and communication technologies

The outcome document of the twenty-third special session recognized the role of new technologies, including information and communication technologies (ICT). Information and communication technologies are central to the creation of a knowledge-based economy and society and they can play an important role in accelerating growth, eradicating poverty and promoting sustainable development in developing countries and countries with economies in transition, particularly in facilitating

their beneficial integration into the global economy (see E/2000/52). ICT is also central to the economic transformation experienced in developed countries, such as e-commerce. However a digital divide exists, in particular for women. It is pointed out in the outcome document that technological change can bring new opportunities for all women in all fields. But at present, many women worldwide do not have access to the new technologies and cannot effectively use them. There is a need for women's education and training in science and technology, access to new communication technologies and strategies for reducing the gender gap.

Item 2
Implementation strategies

Item 3
Review of the first United Nations Decade for the Eradication of Poverty from a gender perspective

The United Nations Decade for Eradication of Poverty will end in the year 2006. This provides an opportunity for the Commission on the Status of Women to review the accomplishments of worldwide initiatives to eradicate poverty from a gender perspective and to identify, where appropriate, the extent to which the policies and programmes employed produced equal benefits for women. Links should be established with the review process to be carried out by the Division for Social Policy and Development.

Notes

[1] See *Official Records of the Economic and Social Council, 1996, Supplement No. 1* (E/1996/96); see also *Official Records of the Economic and Social Council, 1996, Supplement No. 6* (E/1996/26).

[2] Economic and Social Council agreed conclusions 2000/2 focus on the assessment of the progress made within the United Nations system, through the conference reviews, in promotion of an integrated and coordinated implementation of and follow-up to major United Nations conferences and summits in the economic, social and related fields.

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Implementation of strategic objectives and action in the critical areas of concern

Proposals for a multi-year programme of work of the Commission on the Status of Women

Report of the Secretary-General

Corrigendum

Page 3

Under 2002, item 1 (Eradicating poverty: globalization, women and work throughout the life cycle), in the second sentence, *for* forty-fifth session *read* forty-sixth session

Page 5

Under 2005, item 2 (Emerging issues and future-oriented strategies) *delete* (no negotiations)

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